ARMY RESERVE
ARMY RESERVE MAGAZINE
THE FIRST ISSUE OF

A Message to Reserve Soldiers

The following statement was made by Stephen M. Duncan, new Assistant Secretary of Defense for Reserve Affairs, when he was sworn in to office Oct. 23, 1987. It is directed to all members of the reserve components of the U.S. Armed Forces:

As one who has had the privilege of serving with drilling Reservists for eighteen years, I am honored to assume the duties as the second Assistant Secretary of Defense for Reserve Affairs. You and I face serious challenges as we strive to fulfill the responsibilities placed upon us under the Total Force Policy.

My primary goal is the combat readiness of the National Guard and Reserve. Our nation has placed its faith in us to make a major contribution to the credible deterrence of war and to winning of war if deterrence should fail.

I have pledged to the President, the Secretary of Defense, and the Congress that I will use all of my energies to ensure that the men and women of the Guard and Reserve are fully trained and fully equipped to perform the difficult tasks now before us. I repeat that pledge to you and assure you that in this era of budgetary constraints, I will consider any policy that will improve readiness in the Reserve Forces.

I yield to no one in my admiration of the qualities that prompted Winston Churchill to observe that the Reservist is "twice a citizen." I am proud to serve with all of you.

Stephen M. Duncan
Assistant Secretary of Defense
(Reserve Affairs)

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FRONT COVER: During a mine detection exercise at annual training, soldiers of the 820th Engineer Bn. confer on the direction to search while another soldier watches for enemy activity. The 820th, part of the 124th ARCOM, is headquartered at San Pablo, Calif., with companies at Lathrop and Sacramento, Calif., and Reno, Nev.

Army Reserve photo by Pam Briola

BACK COVER: This poster emphasizes graphically the point of "My Name's Not Honey," starting on page 14. The poster, which is commercially available, was used with the permission of its publisher, Business & Professional Books, Inc., P.O. Box 9671, Westgate Station, San Jose, Calif. 95157.

CHIEF, ARMY RESERVE
Major General William F. Ward Jr.

CHIEF, PUBLIC AFFAIRS OFFICE
EDITOR-IN-CHIEF
Joseph G. Hanley

EDITOR
Major James M. Kroesen

ASSOCIATE EDITOR
Diane Dove

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"The Secretary of Defense shall require the complete and current dissemination to all Reserves and the Public of information of interest to the Reserve Components."
Section 278, Title 10, U.S. Code.

Reservists, Guardsmen Can Save Shopping Days

Army Reserve and National Guard soldiers who enter local post exchanges and do not make a purchase can have that day's shopping privilege returned. These soldiers need only to see the central checkout customer service representative for revalidation.

(ARNEWS)

Re-enlistment Bonus Programs Return

The Army Selected Reserve Incentive Program (SRIP) package of enlistment, reenlistment and affiliation bonuses, which was suspended Oct. 1, 1987, was reinstated Dec. 8 after passage of the DOD Authorization Act for FY 1988.

Congressional authority authorizing SRIP expired at the end of FY 1987, and was not replaced until the FY 1988 bill was signed into law. The reinstated program is unchanged and is authorized through September 1990.

The act also provided for retroactive authority for soldiers who enlisted, reenlisted or affiliated between Oct. 1 and Dec. 8, and who met all the qualifications and requirements for a SRIP bonus had the program been in effect. Reserve units were advised to review the records of such soldiers and prepare the appropriate documents for signing.

Soldiers who believe they may have been eligible for a SRIP bonus between Oct. 1 and Dec. 8 and who have not been contacted should get in touch with their unit guidance counselor or recruiter.

How To Get A Gray ID Card

Reserve soldiers approaching retirement sometimes wonder how and when to get their gray retiree identification card, for which they are eligible when they reach age 60. Here's how you do it:

When you, as a member of the Retired Reserve, reach the age of 59 1/2, ARPERCEN's Retired Activities Directorate will send you an "Application for Retired Pay." You complete it and return it to ARPERCEN's Retired Pay Unit. ARPERCEN forwards the application to the Army Finance and Accounting Center at Fort Benjamin Harrison, Ind., and cuts an order placing you on the Army of the U.S. (AUS) Retired List.

When you get that order, take it to the nearest military ID card facility, complete an Application for ID Card (DD Form 428) and you're all set.

Questions? Write ARPERCEN, ATTN: DARP-PAR-SCP, 9700 Page Blvd., St. Louis, MO 63132.

Army Reserve Honors Scholar/Athletes

Everyone loves a winner, and the Army Reserve is providing high school students the opportunity to become winners — Scholar/Athlete Award winners.

For the eighth consecutive year, the Army Reserve Scholar/Athlete Award Program will recognize thousands of deserving high school students who have demonstrated a commitment to academic and athletic excellence. Nearly 20,000 of the nation's high schools were asked in January to participate in one of the largest high school award programs in the country.

Any American high school in the United States, overseas or in U. S. possessions and territories which conducts interscholastic athletics may take part. School officials may choose one male and one female student to receive the award. Upon receipt of completed selection forms, Army recruiting battalions coordinate award presentations with the school administrators.

Toward the end of the school year, recruiting officials will invite local Army Reservists to participate in Scholar/Athlete presentation ceremonies.

The Scholar/Athlete Award has provided increased exposure for the Army Reserve in high schools and has strengthened the Army Reserve relationship with high school administrators. In 1987, more than 20,000 students from about 10,600 high schools were recognized as Army Reserve National Scholar/Athletes.

Past winners have included National Merit Scholar winners, valedictorians, National Honor Society members, and athletes in sports ranging from baseball to wrestling.

Army Reservists are encourged to discuss the program with teachers, coaches and high school principals. Schools that may not have received selection materials should be referred to the local Army recruiter to obtain information and nomination forms.

Army's New Health Promotion Program To Benefit Army Reserve As Well

An extensive health promotion program is getting underway at Army installations worldwide, and Army officials are looking at ways to implement the program in the Reserve and National Guard as well.

The program, spelled out in AR 600-63, went into effect in October. "We're making cultural changes within the Army," said Lt. Col. Suzanne Allen, chief of the Army Health Promotion Branch, Office of the Deputy Chief of Staff for Personnel (DCSPER). "The goal is to develop a health risk detection program for all members of the total Army, including members of the Guard and Reserve."

The program targets six areas of concern with soldiers' health:

- Hypertension management.
- Nutrition and weight control.
- Stress management.
- Tobacco cessation.
- Physical conditioning.
- Substance use prevention.

Key to the program is a health risk assessment, which takes 30 to 45 minutes and results in a "health risk profile." The assessment includes a serum cholesterol count using a desktop computerized analyzer.

While the assessment is an important part of the program, the educational component is its heart, according to Allen Commanders will "want to tap in to community assets — local health promotion organizations and so on."

A reserve component task force met for the first time in December to study ways to extend the program beyond the active Army installation.

New Price For Boots

The Army's new combat boot, which is water-resistant, black leather with a smooth, low-gloss finish, now sells in military clothing sales stores for $51.90 a pair.

The boot is available in 133 sizes — 22 more than the old version. Improved design features include better traction; replaceable heel; speed-lace system; softer, more comfortable upper leather with the highest degree of water resistance; and a padded collar for maximum comfort.

One of the enhancements enables the soldier to brush-shine the boot after using a silicone polish. This differs from the old version, which required spit-shining.

Military Essay Contest

Freedoms Foundation, Valley Forge, Pa., has announced its 1988 Military Essay Contest, which is open to Reservists as well as active duty soldiers and ROTC cadets.

The essay subject is "Peace with Freedom." Essays should be between 100 and 500 words and be postmarked by May 1, 1988, to Awards Dept., Freedoms Foundation, P.O. Box 706, Valley Forge, PA 19481-0706.

Included with entries should be name, rank, social security number, service designation, home and military addresses and name and address of commanding officer.

Awards include George Washington Honor Medals and U.S. Savings Bonds.

Military Ranks First In National Survey

The public has more confidence in the U.S. military than it does in the U.S. Supreme Court, according to the findings of a national survey conducted in July.

Although it shares first place with organized religion, this is the second year the American military has been ranked No. 1 in a public confidence survey.

The Religion Research Center, an affiliate of the Gallup Organization, surveyed 1,607 adults nationwide, said Colleen McMurray, managing editor of the "Gallup Report." She said 61 percent of those surveyed consider the military and organized religion more dependable than other longstanding institutions.

Let's Address A Problem

A week or two after each issue of *Army Reserve Magazine* hits the post office, bags of mail start flowing into ARPERCEN's St. Louis headquarters, to the address shown on the back cover of the magazine.

This is the address of the Transient Management Branch, where a small group of dedicated employees labor to update the addresses of IRR soldiers who have neglected to notify ARPERCEN that they have moved.

The mailbags are filled with official Postal Service notifications that the addresses to which copies of *Army Reserve Magazine* were sent were incorrect. Whenever possible, the Postal Service provides the correct address; for non-unit members, the Transient Management Branch enters the new address in the IRR data base and the problem is fixed — no thanks to the Reservist who is under a legal obligation to notify ARPERCEN when moving.

There are, however, other problems which can't be fixed that easily — and this is where your responsibility comes in.

Many of the incorrect addresses belong to troop unit members. These addresses are part of a data base known as SIDPERS-USAR. ARPERCEN's computers contain SIDPERS files — that's how we get our mailing list — but ARPERCEN is not permitted to change SIDPERS data. That can only be done through the soldier's unit.

When going through the contents of those mailbags, ARPERCEN's transient managers can tell which addresses belong to unit members — but, without going through an incredibly time-consuming process, they can not find out which unit. Therefore, they have no practical way to notify the unit of the correct address.

In other cases, involving all kinds of soldiers, the Post Office doesn't know the new address, and the returned form is simply marked "undeliverable".

There is no way we can help these Reservists. By not advising either ARPERCEN or their unit of their correct address when they moved, they violated the law. Sooner or later, they will probably be tracked down.

The Army Reserve is not sending people to jail for failing to keep their addresses up-to-date, but it is a problem for both the USAR and the individual. Not infrequently, a Reservist may miss an opportunity because he or she could not be located.

And, for those of us involved with the magazine, we are disappointed that some Reservists don't get the chance to enjoy our publication.

So, here's what you need to do.

■ *If you belong to a troop program unit:* Notify your unit when you move. If you are not receiving your own copy of this magazine at your correct address, ask your unit to double-check your SIDPERS record. If your address is not correct, something else may be wrong, too.

Don't write to the magazine — we can't help you. And don't leave it up to the Postal Service to track you down.

■ *If you are in the IRR, IMA or AGR program:* Notify your PMO or career adviser at ARPERCEN when you move, and be sure your address is correct on the pink form you get from ARPERCEN twice a year — that's your chance to check on the record.

Remember, you can call your ARPERCEN PMO or career adviser toll-free — we run the list of numbers in the magazine several times a year, and they also appear in the periodic IRR Bulletin you should receive.

If you aren't sure who to contact, write to the ARPERCEN address on the back cover of the magazine. If possible, include the address label from the last issue you received.

■ *If you were in a unit, moved to a different community, and aren't sure what happened to your Reserve status:* You also should contact ARPERCEN, as you may have been transferred by your old unit to the IRR without you being aware of it.

■ *If you don't fall into any of the categories shown above:* For a handful of you, this may be the case. If so, go ahead and write to the magazine office with your address change. It may take us longer, however, to take appropriate action. Please include the label from the last magazine you received.

Army's MTMC Joins New Joint Command

The U.S. Transportation Command was activated Oct. 1 at Scott Air Force Base, Ill., with a ceremony led by Deputy Secretary of Defense William H. Taft IV.

"We have neither the resources nor the political latitude to station forces everywhere they may be needed," Taft said. "Thus a force structure that deters war, or wins it if deterrence fails, requires that we have the ability to deploy forces far beyond our shores. Formation of USTRANSCOM aims to extend that capability."

Taft also added that USTRANSCOM streamlines the organization of America's forces, thus visibly demonstrating its commitment to defense — now and in the future.

The new organization, commanded by Air Force Gen. Duane H. Cassidy, combines global air, land and sea transportation to enhance deployment.

Activation of the new command will obviously bring changes. Now, one commander has charge of planning how troops will get to where they need to go and how they'll get there. He also has charge of the planning, design and integration of a tri-service automatic data processing system to accomplish the smooth and orderly deployment of people, equipment and supplies worldwide.

Unlike most unified commands, USTRANSCOM has functional rather than geographical orientation. It also has worldwide responsibilities carried out by three components — the Army's Military Traffic Management Command (MTMC), the Air Force's Military Airlift Command (MAC) and the Navy's Military Sealift Command (MSC).

The command has several roles in peacetime. It will focus on strategic mobility planning, that is, planning to deploy our forces in the event of emergency. Next, it will integrate the data processing systems of the services that deal with deployment information so that they can pass the information among themselves. And, finally, it will exercise those plans and procedures so that they will be ready when needed in a real emergency.

As the new command's largest customer, the Army will deploy the greatest number of units via USTRANSCOM. USTRANSCOM will also oversee the planning and managing of wartime military traffic through the Army's MTMC.

For example, in a deployment MTMC would arrange with the Military Sealift Command for ocean transportation for a unit from, say, Ft. Hood, Texas, on its way to Germany. For air transportation, MTMC would also determine how the people and equipment would get from Ft. Hood to their respective air and seaports. At the other end, MTMC overseas terminal officials would be responsible for discharging the ship. Once the ship's cargo is discharged and documented, the MTMC portion of the mission is complete.

Cassidy predicted that "the nation's newest unified command would set important precedents for the future of the armed forces," as well as improve interservice cooperation.

USTRANSCOM should be fully operational by October 1988. Each service will continue to organize, train and equip its assigned forces. Service single managers also retain their functions. Service-unique functions performed by USTRANSCOM components will remain under control of the parent service.

(ARNEWS)

USAR Looking for Soldiers For Fulltime AGR Duty

The Army Reserve is looking for soldiers interested in joining the full-time Active Guard Reserve (AGR) program.

Congress has authorized 922 new USAR AGR positions — a program growth of more than 13 percent — to be filled by Sept. 30 of this year. "We need a pool of quality soldiers, interested in coming on tour," said Col. William Hyde, AGR management director at ARPERCEN. "Soldiers are eligible not just for AGR vacancies in their units — we'll consider them for positions anywhere in the system."

More than 12,400 Army Reserve soldiers now serve in USAR AGR status throughout the U.S. and overseas, performing duties in support of USAR units and programs. While many military skills are needed, Hyde said most new positions will be in aviation, special forces or military intelligence units. Needed are soldiers in grades E-5 through E-7, warrant officers and commissioned officers up to the rank of major.

Applications are reviewed by a board, which establishes an order of merit list from which applicants are selected to fill vacancies. Soldiers serving in Army Reserve units are especially desired, Hyde said, but IRR soldiers or those recently transitioned from active duty may also apply.

Application procedures are outlined in AR 140-30. For an application packet, write: ARPERCEN, ATTN: DARP-ART, 9700 Page Blvd., St. Louis, Mo. 63132, or call, toll-free, (800) 255-4839 (In Missouri or Alaska, call commercial (314) 263-9570). The Autovon number is 693-9570. You will need to provide your name, social security number, MOS, address and phone number where you can be contacted.

Ex-AD SF Soldiers Invited to Reenlist

Enlisted soldiers who were special forces qualified and left the Army in the last 36 months are being asked to return to active duty without the loss of rank.

Former special forces soldiers who held the ranks of specialist four through sergeant first class are eligible for this program. Army regulations allow the soldier to return to active duty within 36 months of separation without loss of rank.

Former special forces soldiers who are interested in this program should contact Maj. Randall W. Weikle, Special

Forces recruiter at the John F. Kennedy Special Warfare Center and School, Fort Bragg, N.C. Qualified applicants may call him collect at (919) 432-1818, or Autovon 239-1818.

Recruiting team members can answer any questions that former Special Forces soldiers might have about this program. The team can also direct those who want to follow up on reenlistment to their local recruiters to get started.

(ARNEWS)

Duncan Takes Over As Top DOD Reserve Official

Stephen M. Duncan

Stephen M. Duncan, a 47-year-old Denver, Colo., attorney, assumed office Oct. 23, 1987, as Assistant Secretary of Defense for Reserve Affairs. The second man to hold the office, he replaces James H. Webb Jr., who left the post to serve as Secretary of the Navy.

A native of Oklahoma City, Okla., Duncan graduated from the U.S. Naval Academy and saw active duty with the Navy from 1963 to 1969, serving in Vietnam. He then transferred to the Naval Reserve, where he rose to the rank of captain (equal to an Army colonel).

Duncan served as assistant U.S. attorney from 1972 to 1983, prosecuting federal crimes committed in Colorado. Since then he has been in private law practice.

An Army Reserve Glossary

The Army, and the Army Reserve, would be speechless without acronyms. Most of those appearing in this magazine are known to many Reservists, but if you're mystified, here's a glossary of the more frequently used terms:

ADT — Active Duty for Training. This type of active duty is performed by any Reservist attending a school, counterpart training or other special training activities.

AGR — Active Guard Reserve. Army Reservists on full-time active duty in support of Reserve units and programs. The National Guard has a program of the same name, which is administered separately.

ARCOM — Army Reserve Command. One of 21 geographic major Army Reserve commands throughout the U.S. (plus one in Germany). Most (but not all) Army Reserve units are subordinate to an ARCOM, which is commanded by a Reserve major general.

ARPERCEN — Army Reserve Personnel Center in St. Louis, Mo. The nationwide administrative and personnel management center for the Army Reserve. It is the headquarters for AGR, IMA and IRR Reservists.

AR — Army Regulation.

AT — Annual Training. Active duty performed annually (usually for two or three weeks) by Army Reserve units and by IMA Reservists.

CONUSA — CONtinental U.S. Army. The five numbered Army headquarters which are subordinate to FORSCOM and command Army Reserve units in their respective regions. CONUSAs are commanded by Regular Army lieutenant generals.

DA — Department of the Army. The headquarters of the Army, located primarily in the Pentagon, Washington, D.C.

FORSCOM — Forces Command. The Army specified command headquartered at Ft. MacPherson, Ga., which commands virtually all Army Reserve units in the U.S.

FY — Fiscal Year. This is the budgetary and training year for the Army. It starts on Oct. 1 and ends on Sept. 30.

GOCOM — General Officer Command. A unit of the Army Reserve commanded by a general officer, other than an ARCOM. GOCOMs are functionally organized. Examples are training divisions, engineer commands and corps support commands.

IDT — Inactive Duty Training. Defined by AR 140-1. The most common example of IDT is weekend drill.

IMA — Individual Mobilization Augmentee. A Reservist who is assigned to an Active Army unit or agency with which he or she would mobilize in case of emergency. IMA soldiers serve at least two weeks of AT with their unit of assignment each year.

IRR — Individual Ready Reserve. A Reservist who does not belong to a Reserve unit or hold an IMA assignment. IRR soldiers do not normally drill but may serve tours of ADT. In case of a mobilization, IRR soldiers would receive orders from ARPERCEN.

MUSARC — Major U.S. Army Reserve Command. An ARCOM or GOCOM which reports directly to a CONUSA.

MUTA — Multiple Unit Training Assembly. Commonly known as "weekend drill." The most common form is a MUTA-4, which includes four four-hour unit training assemblies.

OCAR — Office of the Chief, Army Reserve. The agency of the DA staff in Washington which is responsible for Army Reserve budget and policy matters.

RC — Reserve Component. Each branch of the U.S. military services has a regular component and one or more reserve components. The reserve components of the Army are the Army Reserve and the Army National Guard of the U.S.

SIDPERS — Standard Installation/Division Personnel System. The Army Reserve-wide computerized personnel data base.

TAPA — Total Army Personnel Agency, formerly Military Personnel Center (MILPERCEN). Located in Alexandria, Va., this agency is the active component counterpart to ARPERCEN, and has some responsibilities affecting the Army Reserve.

Other acronyms are defined when they are used in a story.

Commissary Access Procedures Now The Same for All Qualified Reservists

Beginning in early 1988, Individual Ready Reserve (IRR) soldiers and their dependents will have access to military commissaries on virtually the same basis as members of the Selected Reserve.

The reserve component commissary entitlement program provides for one commissary store visit for each day of qualifying training during the previous year, up to a maxiumum of 14. Qualifying training is defined as the performance of Annual Training (AT) or Active Duty for Training (ADT) tours of 30 days or less.

One Year of Confusion

Prior to 1987, commissary privileges were authorized for all Reservists, but only during AT or ADT tours lasting longer than 72 hours. Many Reservists who spent their entire AT or ADT in a field location, far from any commissary, were unable to take advantage of the benefit.

In 1987, Congress directed that regulations be changed to permit Selected Reservists, or their authorized dependents, to visit military commissaries on the one-visit-per-one-day-of-training basis. The new regulation went into effect March 30, 1987.

The legislation specifically applied only to Selected Reservists — TPU and IMA soldiers. The status of IRR soldiers was unclear. Originally, it appeared that IRR soldiers would not be permitted access to commissaries at all, and during a brief period in the spring of 1987, that is what happened.

However, Army officials, recognizing that this resulted in a loss of a benefit to IRR soldiers, won DOD approval to expand the benefit to the IRR.

No LES for IRR

There was still a problem, however. In order to enter a commissary, Reservists must show a valid Reserve ID Card and their Leave and Earnings Statement (LES) from the previous December, annotated to show the number of commissary visits to which entitled. The names of authorized family members must also be listed on the LES.

And thus came the sticker: IRR soldiers don't receive LES forms. They receive another form — a Military Pay Voucher — when they are paid for an ADT tour, but normally never see a LES.

ARPERCEN — which manages all Army Reservists who do not belong to troop program units — had faced the same problem with IMA soldiers. Given some lead time and the relatively small number of IMA's, ARPERCEN had worked with the Army Finance Center at Ft. Ben Harrison, Ind., to create special December LES forms for the IMA Reservists, certifying their 1986 ADT and eligibility for commissary access during 1987.

But, because of the delay in authorizing the benefit for IRR soldiers and the much larger number of Reservists involved, there was not enough time to do this for the IRR. The ARPERCEN commander, Brig. Gen. Paul Babiak, found an interim solution by invoking the old rules on an interim basis. During the remainder of 1987, the ADT order packets sent by ARPERCEN to IRR soldiers included a memo signed by Babiak authorizing commissary access for the soldier during the actual ADT tour.

New Rules Apply to All

Now, all Reservists — TPU, IMA and IRR — who performed qualifying training during 1987 can take advantage of the program on the same basis. ARPERCEN and the Finance Center have created December LES Forms for IRR as well as IMA soldiers, with the entitlement information printed on the form by the computer.

IRR and IMA soldiers who trained during 1987 and have not received a December 1987 Leave and Earnings Statement by April 1 should contact their personnel management officer or career advisor at ARPERCEN.

Your commissary entitlement can be used at your convenience throughout the calendar year at any Armed Forces Military Commissary store. To enter, you must show your Reserve ID Card and that all-important annotated LES.

Family members, whose names must be listed on the LES, must display a valid photo identification card, such as an Army Reserve Components Family Member Identification card, and the LES. Only the original December LES will do; copies are not permitted.

Each time you or your dependent visits a commissary, one block of the LES will be date-stamped as you enter the facility.

Changes Coming?

Because of problems inherent in the use of the LES as the authorizing document for commissary access (see box), the Army has asked Department of Defense officials to take another look at the procedures for reserve component commissary access. It is possible that a new system will be in place for 1989.

Delayed LES's Mean First-Quarter Blues

In December, Army officials issued a message to the field authorizing a special procedure for reserve components commissary entitlement through March 1988.

The special action was taken because the December 1987 Leave and Earnings Statement (LES) — the document authorizing commissary entitlement during calendar year 1988 — will not be available to most Reservists until at least February or March.

The message authorized one (but only one) commissary visit per month during January, February and March. The December 1986 LES must be shown when entering the commissary, where it will be date-stamped and initialed near the existing privilege block.

Selected Reserve Tested In Nationwide Call-Up

An exercise designed to test the Selected Reserve Presidential call-up authority took place Oct. 23-25. Involved were 119 units from 34 states, Puerto Rico and the District of Columbia, representing 15,000 reserve component soldiers, sailors, airmen, marines and Coast Guard members.

The Secretary of Defense had directed the call-up to assess the speed of notification of the reserve components and to determine how quickly they can respond should there be a national requirement.

Federal law grants authority to the president to call up as many as 200,000 reserve component members without a declaration of national emergency, explained Maj. David Super, a spokesman for the Department of Defense. Reservists eligible for the Presidential call-up are called Selected Reservists.

The U.S. Total Force Policy relies heavily on Reserve and National Guard forces to quickly augment the active military when needed. The Selected Reserve consists of all National Guard units and organized units of the reserve forces maintained by Army, Navy, Marine Corps and Air Force, as well as some individual Reservists.

In the Army Reserve, Selected Reservists include all members of troop program units and Individual Mobilization Augmentees (IMA's). Individual Ready Reservists are not included in the Selected Reserve.

The exercise was the first nationwide test of the reservists' ability to respond to the Presidential call, said Super. About 6,130 soldiers took part in the exercise.

Units involved came from a cross-section of Selected Reserve forces that are subject to recall by the president to augment the active forces, Super said. The chosen number of participants was a statistically valid sample of the 200,000 that could be called.

The call-up exercise was unrelated to current operations or events, Super said.

One Unit's Experience —

"I Thought It Was Time To Go"

By Sgt. Gary Hall

For the Reservists of HHC, 926th Engineer Gp., Montgomery, Ala., it all began with a phone call on Friday afternoon, Oct. 23. Unit administrators learned that their unit would be evaluated the next day on mobilization readiness.

According to Capt. Matthew A. Jones, the 926th's personnel officer, an alert section was immediately notified and came to the reserve center to assist in contacting the rest of the unit's soldiers.

"From noon yesterday to 8 this morning, lots of things happened," Jones said in his office on Saturday after the dust settled. "We had to set priorities, plan time utilization and establish a training schedule. We had to establish where we were and what we needed to do."

Jones continued, "In the unit's mobilization file, we have a checklist of things to be done if we're alerted. We go step by step. The key is to go through the checklist from time to time and have as much ready as possible beforehand."

According to Jones, items on the checklist cover virtually everything an Army Reserve unit would have to do to get from its home reserve center to its mobilization point — things like briefings on the Code of Conduct and Reservists' legal rights, inspections of uniforms and equipment, maintenance and inspections of vehicles and other tasks related to Preparations for Overseas Movement/ Preparations for Overseas Replacement (POM/POR).

After attending briefings, unit members divided into their sections and rotated through stations that each checked or inspected an area covered in the checklist. While one section had a showdown inspection of field equipment, another went through a finance records check.

According to SFC Patrick A. Walsh, the 926th's personnel NCO, one of the most time-consuming parts of a practice alert is the paperwork. "We're reviewing all of the casualty-related documents — the emergency data card and Servicemen's Group Life Insurance cards — to see that they're complete and up-to-date. "We'll be updating as we go along; it'll be to our advantage to accomplish that. We're also reviewing medical records and identifying who will need shots or have other medical problems."

Members of the 926th said the alert came as a surprise. SP4 Arthur L. Fuller said, "I got the call and thought, uh-oh, it's time for me to go. I was relieved to find out it was just a practice."

The practice alert better prepared him for the real thing, said SP4 Andre Billups. "It's better to do this so you can be prepared and know what to expect — it could happen at any time."

"Practice makes perfect," noted SP4 Fredrick J. Smiley. "The classes and briefings help out, especially the SAEDA (Subversion And Espionage Directed against the Army). Most of the soldiers who were doing this for the first time learned a lot."

The alert lasted from 8 a.m. until just after noon. First Sgt. Paul W. Cole said everything went well, but there was room for improvement. For example, telephone numbers and addresses were missing for several new members of the unit.

"We work on training, administration and maintenance all year, but it's an exercise like this where we see," said Col. James W. Warr, the 926th's commander. "In exercising the mobilization plan, we found some things that needed to be fixed, and ways to do things better. I think we've demonstrated that we know what to do and how to do it."

PEOPLE

When **PFC Staci Nein** reported to Aberdeen Proving Grounds, Md., for Operation Golden Thrust, she found more than she expected.

When she was processing in with her unit, the 99th Combat Support Hospital, someone noticed the similarity of her name and that of **SFC John Nein** of the APG Support Activity. They got together and discovered they were step-siblings. John is from Chicago, Staci from Marietta, Pa.

Soldiers of the famed **100th Battalion, 442nd Infantry**, paid respects to their comrades killed in Vietnam at a ceremony in December at the Punchbowl National Cemetery.

The Hawaiian-based Army Reserve battalion was mobilized in May 1968 and underwent pre-deployment training at Schofield Barracks for four months. The soldiers of the battalion were then deployed as replacements to Regular Army units in Vietnam.

Nine soldiers of the 100th Battalion were killed in action.

PFC Chad Hashimoto of the 100th Bn., 442nd Infantry, pays respects to soldiers of the unit killed in Vietnam.

Army photo by Sgt. Robert R. Rock

Expanded UCMJ Coverage of Reserve Soldiers

By Capt. James A. Brattain

Fortunately, the vast majority of Army Reserve soldiers will never face discipline under the Uniform Code of Military Justice (UCMJ). But Congress has amended the UCMJ so that those few Reserve soldiers who commit crimes while in a duty status will be less likely to escape military punishment.

The UCMJ is the federal law which serves as the military's criminal code. Beginning July 1, 1988, Reserve commanders will be allowed to utilize the changes to the UCMJ. The most important change expands existing jurisdiction over Reserve soldiers. Also, procedures have been added to exercise this jurisdiction.

Under the old law, a Reserve soldier had to be performing duties under written orders at the time of the offense before being subject to the UCMJ. Next, commanders had to take steps to retain soldiers on active duty before the termination date of the written orders.

This meant that soldiers were not subject to the UCMJ during inactive duty training (IDT) unless written orders were published. The most common type of IDT is the weekend drill. A second limitation under the old law prevented Reserve commanders from administering nonjudicial punishment during IDT. This limitation also applied to courts-martial.

Under the new law, Reserve soldiers are subject to the UCMJ during all periods of IDT. Written orders are no longer required. A soldier may still be retained on active duty under proper orders for the purpose of trial by court-martial. After a soldier has been released from duty and returned home, the change also permits the soldier to be involuntarily recalled to active duty to face investigation, nonjudicial punishment or court-martial for misconduct during prior training periods.

The new law also permits commanders to give nonjudicial punishment during IDT periods. All of the same rights given to Active Army soldiers will be afforded to Reserve soldiers. Proceedings and punishment can be carried over into subsequent regularly scheduled drill periods. A Reserve soldier punished cannot, however, be forced to work overtime during IDT to complete his or her punishment.

The same limitations also apply to summary courts-martial which can now be held during IDT. A soldier who is not on active duty still cannot be tried at either a special or general court-martial.

The "total force" concept of today's Reserve force has made these changes necessary. The complexity of the Army Reserve mission on the modern battlefield requires disciplined soldiers to meet the challenge. The recent changes to the UCMJ bring the Reserve disciplinary system a big step closer to that found in the Active Army.

(Capt. James A. Brattain is Assistant Command Judge Advocate at ARPERCEN.)

"Nobody's Immune!"

By Maj. Greg Horton

"What a tear-jerker."

"It's just a scare tactic — but it worked. I'm scared."

"I didn't realize how prevalent, how pervasive, how non-discriminatory this thing really is."

"This thing AIDS is serious stuff, isn't it?"

"I used to think that 'It can't happen to me', but now I'm not so sure."

"Even the innocent are affected (infected)."

These reactions were expressed recently by viewers of "Nobody's Immune", the Army's video/film on AIDS. And if you haven't seen it yet, you will. It's the first step in the Army's Human Immunodeficiency Virus (HIV) testing program.

HIV is the virus which destroys the immune system and causes AIDS (Acquired Immune Deficiency Syndrome). All Army soldiers will receive tests for HIV exposure every two years, beginning in January 1988, to ensure force readiness and continued worldwide deployability.

While active-duty soldiers will be tested during their birth month, Reserve and Guard unit members will be tested by unit during IDT or ADT. Members of the IRR will be routinely tested during periods of active duty on a biannual basis, and during periodic physicals.

All Reserve soldiers must be HIV screened with negative results prior to training outside the U.S. and prior to serving any period of continuous active duty lasting more than 30 days.

The HIV screening program for Army Reservists began in May 1987. More than 125,000 USAR soldiers have already been screened; and it is estimated that 280,000 USAR unit soldiers will have been screened by the end of September 1988.

USAR HIV Screening

Current USAR screening procedures consist of:

- Education — Reservists view "Nobody's Immune", and participate in an educational briefing/discussion, conducted by trained medical personnel. Discussed are the what, why, and how of AIDS, but the emphasis is clearly on prevention of transmission of infection.
- Testing and Notification — Blood is drawn for testing. Soldiers who test HIV-negative will be individually notified through their chain of command.

All USAR soldiers, including IRR, who are found HIV-positive will be notified by a physician. More detailed testing will be scheduled to confirm the initial results. HIV-positive Reservists not on extended active duty will be counseled regarding the significance of a positive HIV antibody test, current medical knowledge on HIV infections and ways to prevent transmission of the virus. They will also be referred to civilian health care providers for further medical care and counseling.

Transfer to Standby Reserve

Recent policy revisions require that reserve component soldiers confirmed HIV-positive be involuntarily transferred to the Standby Reserve, unless they request either transfer to the Retired Reserve (if eligible) or honorable discharge.

A Reservist assigned to USAR Control Group (Standby) can participate in Reserve training "at no expense to the U.S. Government." Standby Reservists can participate in Reserve training to earn retirement points, and may enroll in military correspondence school courses.

The Army's policy regarding AIDS and HIV-positive testing hinges on the issue of readiness. The Defense Department has directed that HIV-infected soldiers are not deployable; that is, they may not serve overseas for any reason. Very few Army Reserve positions are designated non-deployable.

AIDS is having a serious impact in our society. There is no known cure or preventive vaccine, and neither the Army nor the Army Reserve is immune. And to paraphrase a victim in the film, "the handwriting is on the wall . . . we can't choose to look at the other wall."

PEOPLE

Three Army Reserve publications fared well in the 1987 Army-wide **Keith L. Ware Awards**. Winners included:

- *The Wildcat*, 81st ARCOM, East Point, Ga., first place, news or news/feature magazine.
- *Star News*, 326th Public Affairs Det., Reading, Pa., first place, single copy of a special issue published during AT.
- *The Gray Ghost*, 310th Theater Army Area Command, Ft. Belvoir, second place, authorized multilith newspaper.

Reservist Graduates From First-of-Kind Course

Lt. Col. Royce A. Keller, an Army Reserve AGR officer serving in Washington with the Office of the Secretary of the Army for Research, Development and Acquisition, graduated in November from the 19-week pilot course of the Army Management Staff College in Linthicum, Md.

Keller was one of eight officers who joined 42 civilians in the first class at the school.

The Army Management Staff College provides advanced professional development across functional areas and is designed to instruct Army leaders in functional relationships, philosophies and systems relevant to the sustaining base environment, which includes Headquarters DA, the major commands, field operating agencies, depots and installations.

"The course presented a total system perspective on how the Army runs," Keller explained, "and the interrelationship among all the various major parts of the Army."

LETTERS

ARPERCEN Phones

Sir:

Reference the ARPERCEN phone numbers listed in Issue 3/1987 (page 13). The prefix for FTS users is 273-XXXX (same four digits as Autovon). This can be used by Federal employees and others having access to the FTS system.

Please publish a TTY/TDD number for hearing-impaired anytime hearing phone numbers are published.

Lt. Col. Thomas Burnett
Chamblee, Ga.

Thanks for the FTS reference. Unfortunately, ARPERCEN does not have TTY/TDD service to personnel management officers and career advisers.

Onaway Eagle Was First

Sir:

A note to correct the article on the 95th Training Division's AT '87 at Fort Polk (Issue 4/1987, page 24).

Your article indicated that the 95th Division's exercise, an MATC (Mobilization Army Training Center), was "the first time Reservists actually established a training center rather than going to an active Army training center to temporarily take over from their active-duty counterparts."

A review of your records will reflect that the first such exercise (ONAWAY-EAGLE) was performed by the 4th Brigade, 76th Division (Training) at Ft. Campbell, Ky., from May through early August of 1985.

As the 4th Brigade commander during the first MATC, I am proud of the unit's accomplishments, but take even greater pride as a soldier in the concept as it continues and in the pride each training division takes in their accomplishments.

Col. John C. Roth
Providence, R.I.

G.I. Bill Eligibility Coding

Sir:

I was gratified to see in *Army Reserve Magazine* (Issue 3/1987, page 19) that my Army area isn't the only CONUSA having trouble maintaining eligible Reservists on the G.I. Bill. Bells and lights should go off when the next sentence says 25 percent of the Reservists receiving G.I. Bill were terminated because of incomplete SIDPERS entries.

We are now talking about a system that is creating a negative retention factor. I am "the unit" the soldier is supposed to contact and I, in turn, have contacted my ARCOM, CONUSA, VA and DA, but without on-line access to SIDPERS I am still unable to tell a unit member that they can count on their Montgomery G.I. Bill benefits.

The G.I. Bill, when it was activated in July 1985, was the most positive retention tool I had — faster than a bonus, more easily understood than loan repayment, not dependent on JUMPS-RC. Now it, too, has become another promise we can't quite deliver.

Ernest Covington
Unit Administrator
Denver, Colo.

Many layers of command, from the Chief, Army Reserve, on down, are aware of this problem and working to correct it. But until SIDPERS processing can become computerized at the unit level, and the paper trail eliminated, we have to depend on many people at many levels to make it work.

Your letter, and the article that stimulated it, should heighten everyone's awareness and determination to get the records right the first time.

Retirement at Age 60?

Sir:

I am 48 years old. I stayed in the Army 17 years and in the National Guard 10 years. I would like to know why you did not answer the question that Col. Ronald D. Fletcher asked (Issue 4/1987, page 10) about why we could not get at least half of our retirement before we reach 60 years old.

Sgt. James R. Linton (Ret.)
Columbus, Ga.

The reserve retirement system is established by Congress in the form of legislation, and not by Defense or Army policy or regulation. There are many who agree that retired reserve components soldiers should be more fully recognized before age 60 for their service.

By the next issue of Army Reserve, *the report of the year-long Quadrennial Review of Military Compensation (QRMC) should be published. The QRMC takes place every four years at the request of Congress, and QRMC recommendations are studied by lawmakers. We will let you know what the QRMC recommends.*

Benefit Disparity

Sir:

I enjoyed the letter in *Army Reserve Magazine*, Issue 4/1987, entitled "Retirement Benefits Earlier?", by Col. Ronald D. Fletcher (page 10).

I am a retired Reserve lieutenant colonel and will receive my (retired) pay at age 60. I think that providing PX and commissary privileges when retired with 20 years of service would be great — give pay at age 60.

I have worked for 30 years as a civilian with DOD and see dependent mothers, fathers, mothers-in-law, fathers-in-law and adopted grandchildren receive benefits through no effort of their own. The newest thing is to adopt grandchildren in order to get *free* medical care until they are 24 years old. This saves the real parents from $100 to $200 a month. Often the real parents did not serve a single day in the service.

I found out today that retired service people over 65 must use Medicare and will not be permitted to use government hospitals (or, at least, the one at England Air Force Base, La.) When I retire at 60, my wife will be 65 and not permitted to use the base hospital facilities.

Lt. Col. Leopold Goudchaux
Alexandria, La.

Commissary Confusion

Sir:

There is some confusion with me and no doubt other Reserve members concerning Leave and Earnings Statements (LES). On my last Reserve duty in June 1987 I was told at Fort Dix that I could not use the commissary and that an LES was needed to use the commissary, even while on active duty. When July came the LES never came.

After calling around, I still was unable to get any information as to why I was unable to use the commissary or why I am still without the LES.

Russell Church
Hollywood, Fla.

What you were told at Ft. Dix was correct — if you are a troop unit member. But it wasn't just any LES you needed; it was the one from last December, specially annotated by your unit to show the number of days you trained during the last calendar year.

If you are an IMA or IRR soldier, you should have been permitted access during your active duty tour, with your orders and a special memo from ARPERCEN which you should have received in your orders packet. This procedure was followed because IMA and IRR soldiers don't normally receive LES's. It appears that some commissaries got the word about this special procedure sooner than others.

However, all is not lost. You will soon receive a December 1987 LES which will permit you access to a commissary any time during 1988 based on your 1987 ADT. Even IRR and IMA soldiers will receive a special LES documenting their training. By April 1, all Reservists and all commissaries should be on the same wave length.

For more about the commissary privilege situation, see page 8.

IRA Deductability

Sir:

Does the retirement plan for a Reservist constitute a qualified pension plan which would bar deductible contributions to an Individual Retirement Account (IRA). Could you find a reliable answer and source?

Capt. Daniel Harvey
Johnson Creek, Wis.

We asked the Internal Revenue Service, which advised: "The following individuals are not to be considered active participants for any taxable year solely because of any participation described: Participants in a plan established by the U.S., by a state or political subdivision or any agency or instrumentality of the U.S. or a state or political subdivision, if the individual is a member of a reserve component of the Armed Forces, unless the individual has served more than 90 days on active duty (other than for training) during the year."

We recommend that Reservists contact the nearest IRS office directly for answers to tax-related questions, so they can speak more clearly to your personal situation.

Postal Problems

Sir:

As a member of the U.S. Army Reserve since 1966, I can say with a great deal of accuracy, the largest single obstacle to reserve membership is the civilian employer. Over the years I have known other Reservists that had difficulty with their civilian employer.

Since 1966 I have had three civilian employers. The only one that has not been cooperative is the U.S. Postal Service. In 1966, I found myself working for someone who adamantly opposed my membership in the Army Reserve. While I am still in the troop unit program, only time will tell if my decision was wise.

CWO Bryan Wood
Mesquite, Tex.

The federal legislation regarding the employment rights of reserve component personnel which applies to all other employers, public or private, also applies to the Postal Service, but not every supervisor is aware of that fact.

In his letter, CWO Wood went on to offer to be a contact point for Postal Service employees with similar problems. However, your unit's employer support coordinator should have first crack at dealing with any employer support problem. If that doesn't get results, contact the ombudsmen of the National Committee for Employer Support of the Guard and Reserve, toll-free, at (800) 336-4590. The ombudsmen can help in many cases, and that includes when the employer involved is a local, state and federal government agency, or the Postal Service.

For explanation of acronyms, see the Army Reserve Glossary on page 7.

More on the Coulson Letter

Issue 3/1987 of *Army Reserve Magazine* contained a letter from Richard L. Coulson ("Does Experience Count," page 8), which created a great deal of interest among readers and here at OCAR.

Coulson, who spent several years on active duty but had been out of the service since 1979, described being rebuffed when he attempted to enlist in the Army Reserve in 1985.

Because of the interest generated in his letter, we followed up, contacting both Coulson himself and officials at the U.S. Army Recruiting Command (USAREC). Here is what we have learned.

While it is impossible to reconstruct the circumstances, it does appear possible that Coulson was misinformed when he attempted to enlist in the Army Reserve. At any rate, his age would have disqualified him. He has been in contact with recruiters since his letter appeared in print, and may yet join the Army Reserve.

Yes, Experience Counts

To answer the broader question: Yes, the Army Reserve wants and needs experienced soldiers. But there are some qualifications, which are spelled out in AR 135-205:

- The age window (enlistment or re-enlistment) is 18-35 years. It is extended one year for each good year of prior service. For example, if you had 12 good years, you could come back before your 47th birthday, provided you are otherwise eligible.
- The age rule is modified in that you must be able to achieve 20 good years' service by age 60. To continue the example, if you first enlisted at 35, had 12 years of good service, then got out altogether for 6 years, you could not re-enter because you would be 61 before attaining 20 good service years.
- Army policy is, if out over 30 months, you may be required to re-enter at one grade below your previous level (but not less than E-3, unless you got out as an E-1 or E-2.) If out less than 30 months, you *may* be able to come back at your last grade.
- Remember these points, too: It's easier to re-enlist from within the system than to get out altogether and try to re-enter later, because enlistment standards are stricter than re-enlistment standards. And IRR members are still "in the system." IRR soldiers can train, on a voluntary basis, and earn retirement points and "good years."

"My Name's Not Honey"

Okay, folks, we realize you've received your mandatory equal opportunity training for the year, and we know that you've already been told sexual harassment has no place in the military. So you're wondering why you now have to read this article on sexual harassment . . . it's not a problem in your unit.

Or is it?

Too often, people think sexual harassment is limited to overt actions: Propositions, unwelcome come-ons, offers of favors given for favors received, or other such blatant behavior.

While those are, indeed, forms of sexual harassment, the predominance of our current problem is much more subtle. That's why we want every soldier at every level in the Army Reserve to know what constitutes sexual harassment, how it hurts everyone, and what each of us can and must do to combat the problem.

By Capt. Delia L. Waldrop

Whether you're the mess sergeant who called me "honey" in the chow line, the officer who touched every woman he conversed with, the Training Aids Center NCOIC who put a porno film instead of the designated training tape into the VCR, the soldier who said "Come sit on my lap, little girl, and tell me what you want for Christmas," or the guy who made deprecating remarks about military women when you knew I could overhear, you all have something in common.

You've all been guilty of sexual harassment.

While I immediately expressed to you my displeasure with your actions, not all soldiers can likewise defend themselves without fear of resultant verbal abuse, ostracism or career damage — repercussions which often prove more intolerable than the initial harassment. So they leave the unit, or suffer in silence.

It's sad to say, but that's usually just the beginning of the problem — a problem so subtle, so silent, that its destructiveness usually goes unnoticed while, like cancer, it eats away at the individual's attitude, performance and morale. Soon it carries over to other unit members, and before anyone even realizes there is a problem, cohesiveness and readiness have already been impaired.

Brig. Gen. J. Ronald Carey, Deputy Chief of the Army Reserve, says sexual harassment of soldiers in the Army Reserve will not be tolerated. Awareness is essential in combating the problem, he feels.

"We must first make people believe that the problem actually exists," says Gen. Carey. "Too many people that I run into don't actually believe there is a (sexual harassment) problem. The real problem, rather than propositions and come-ons, is the day-to-day failure to respect people for what they are. Looks, gestures, jokes, inappropriate remarks or physical contact — general lack of respect for human dignity — all can be degrading and imply inferiority as professionals and as human beings."

Works Both Ways

Sexual harassment is generally thought of as a male-to-female encounter; however, as the female content of our force increases, female-to-male incidents of harassment are being discussed more openly.

It is often assumed that most such incidents occur when a woman with management or supervisory responsibility uses her position to exploit her male subordinate. There are, however, probably more instances of women in subordinate positions using their feminine wiles to gain favors or special consideration, a maneuver better known as "sexual politics." There is no place for either kind of behavior in a professional environment.

Because the military is a male-dominated subset of society, the predominance of sexual harassment problems are experienced by women. But no one, whether male or female, officer or enlisted, new recruit or pending retiree, likes to feel used, manipulated or coerced.

Although you may not realize it, virtually every one of us has either participated in, witnessed, heard about or been the victim of sexual harassment since we became affiliated with the military.

What Is Harassment?

You may be thinking, "How can I be blamed when I don't even know what

constitutes sexual harassment?" AR 600-21, Equal Opportunity Program in the Army, states that sexual harassment is "an unwelcome form of sex discrimination," and explains that "any soldier or civilian employee is engaging in sexual harassment who, through behavior of a sexual nature, attempts to control, influence or affect the career, pay or job of a soldier or civilian employee; makes deliberate or repeated verbal comments or gestures of a sexual nature that are offensive to the person addressed; or makes abusive physical contact of a sexual nature."

Department of Defense Directive 1350.2 further explains that actions are considered harassment when "submission to such conduct or rejection of it is made either explicitly or implicitly a term or condition of a person's job, pay, promotion or career, or such conduct interferes with an employee's performance or creates an intimidating, hostile or offensive environment."

Or, to put it in plain, everyday language, in addition to the more obvious forms of sexual harassment, the following behavior is also considered inappropriate: Pinching, patting or squeezing; back or neck rubs; deliberately brushing against someone in passing; questions about one's personal relationships and activities; wolf whistles; suggestive innuendos; remarks or "compliments" on physique or physical attributes; unnecessary personal contact; use of endearments such as "honey" or "dear;" propositions or offers of a sexual nature; obscene language; and sexual or gender-related jokes.

Some men think the above behavior is acceptable to most people, is appropriate under certain circumstances, or that women have become "radical" or overly sensitive.

The truth is that most women today do not appreciate being continually placed in situations where they must defend their dignity, and often will choose to disregard offensive actions or do nothing rather than create a scene.

"Big Deal!" you say. It is, if it's your wife, daughter, mother, sister or girlfriend who finds herself caught in a similar no-win situation.

What to Do

So what must we do to control and eliminate this problem? First of all, we each must refrain from committing such behavior ourselves. Even though it may take some restraint, not every woman in a uniform is eager to hear that she has pretty legs. In fact, such comments actually interfere with maintaining a professional relationship and can create animosity and hostility in the working environment. It's much easier to refrain from making an inappropriate remark than to correct the damage done by one.

Second, if we witness an incident of sexual harassment, we mustn't stand idly by and allow it to continue. Respond immediately to the situation at hand. It isn't necessary to scream at the offender or cause undue commotion. Overreaction is less effective than a calm statement of disapproval or piercing eye-to-eye contact with the offender. But to say or do nothing is tantamount to condonement.

Should you find yourself in the role of victim, it's important to take action immediately, but calmly. An emotional outburst can create antagonism toward you, rather than scorn toward the offender. Did you send out subtle messages that could have invited the remark or action? If not, then diplomatically state that the behavior or comment is inappropriate and makes you uncomfortable.

If the offender can't take a tactful hint, state specifically what has offended you and what action you will take if the behavior is repeated.

If this still does not remedy the problem, complain. Supervisors need to be aware of what's going on, and they aren't mind readers. Take the issue through your chain of command, or if the problem is someone in your chain of command, go to your Equal Opportunity representative or the Inspector General.

Be prepared with a list of incidents, dates, times and places. If there were witnesses, or others who have had similar problems with the same individual, provide their names. If the action is serious enough to have legal implications, consult your Judge Advocate General's office for assistance. Just remember that there are people who will help you if the problem is too big to handle alone.

Readiness is Affected

Remember, sexual harassment is a demeaning and demoralizing form of behavior, to both the victim and the offender. If not addressed and corrected, unit morale, cohesion, and mission accomplishment suffer. That makes it a readiness problem as well as a personnel problem.

But it's a problem we can't just dump in the commander's lap: We must each assume responsibility toward correcting this problem now, and work together for the good of us all.

As Gen. Carey put it, "We can't just withdraw and ignore it. We can appreciate that there are differences between men and women, but use these differences as a source of strength rather than as a source of discrimination. We all need to remember that it is better to build yourself up by doing a good job than by tearing others down."

For more information on this subject, see the Feb-Mar 1981 *Commander's Call* (DA Pam 360-859), "Sexual Harassment: What It Is and What To Do."

(Capt. Delia Waldrop is an AGR officer serving in the Pentagon, where she manages Army Reserve human resources programs and policy for the chief, Army Reserve. Capt. Waldrop holds bachelor of science degrees in human resources management and social psychology.)

A Message for Female Soldiers Only:

We are women who chose to be soldiers; we were not expected to deny our femininity when we put on the uniform. However, femininity should never be flaunted, abused or used to gain special treatment.

Professional conduct begets professional respect. When we conduct ourselves with dignity, self-respect and respect for our fellow soldiers — male and female — we foster an atmosphere of dignity and respect that will influence those around us.

While the Army clearly defines to us what jobs we can hold; establishes our standards of appearance; and evaluates our performance, potential and professionalism, our duty descriptions do not contain the words "fragile," "helpless" or "sex object." We are equals among equals and should expect to be treated as such. We are soldiers who possess and contribute significant talents and abilities which help make the Army Reserve the vital part of the Army's total fighting force that it is today.

USAR Artillery Unit Trains With Navy Attack Fighters

By Cdr. O.D. Briggs and Sgt. Doug Rowley

When Americans think of Army-Navy matters they think of heavy competition — football and basketball games, fist fights and intramural in-fighting over military budget dollars.

But during the summer at Naval Air Station (NAS) Fallon, located in the northwestern Nevada desert, another concept in Army-Navy relations emerged — friendly cooperation in combat training.

The Army Reserve's 6/83rd Field Artillery, Ogden, Utah, conducted two weeks of field training at NAS Fallon, working gunfire support missions jointly with Navy attack aircraft in support of ground forces.

"I can't remember seeing this kind of cooperation before," was a typical comment from guys wearing Navy blue and Army green throughout the entire exercise.

The Fallon exercise was a last-minute substitute when earlier AT plans fell through. The unit was "locked in" to the dates, according to Capt. Jim Hohosh, who started looking for an alternate site with a firing range.

"Our requests kept falling on deaf ears because of the short turnaround time," Hohosh said, "that is, until we called NAS Fallon."

CW4 Guy Hunter, close air support coordinator for the Navy Strike Warfare Center at NAS Fallon, took the request and proceeded to work out the nitty-gritty details from the Navy side. Maj. Tommy Stewart, the battalion's executive officer, did the same for the Army side.

"We've worked with some small Army contingents in the past," Hunter said, "but never a battalion-sized unit."

Communications Solutions

"Once logistics problems were solved, we jumped right into the problems of working out new air-ground attack strategies," Stewart said.

"For a long time, we've been aware of an obstacle to Army-Navy maneuvers," said Lt. Cdr Scott Kophmer, operations officer for Carrier Air Wing Six, which was undergoing air wing training at Fallon.

The problem was radio communications. The Army uses FM radios and the Navy uses UHF frequencies. "We solved that one by issuing the Army UHF radios to talk to airplanes with," Kophmer said. "That was a lot easier and cheaper than installing FM radios in our aircraft."

Once the hardware was in place, there still remained the problem of radio procedures. "There's really no right or wrong to protocol for coordinating fire over the radio," Kophmer said, "however, the two services have developed different standard operating procedures (SOP) over the years, so we had to invent our own for the exercise."

One of the side benefits, according to Kophmer and Stewart, was that both sides were forced into evaluating their own procedures — asking "why is it that we do what we do?"

There was still one other problem to be solved: How to get together on a procedure for designating targets. The Army uses a metric-based grid system while the Navy uses a latitude-longitude system, more adaptable to the ever-changing positions of naval vessels around the world.

Both sides were impressed with one major development that grew out of the joint exercise: Artillery helping make the life of Navy pilots safer by a coordinated fire technique.

Anti-Aircraft Suppression

"We learned from recent operations that our defense against enemy anti-aircraft fire leaves something to be desired," Hohosh said. "At NAS Fallon, we not only had our soldiers fire marker rounds to help aircraft zero in on the target, we also fired 'suppression rounds' just seconds before and after the air strike to keep enemy anti-aircraft units quiet."

Additionally, the Reserve cannoneers got the opportunity to fire their weapons under a variety of challenging circumstances (desert living, high temperatures in the day, low temperatures at night, rattlesnakes, lizards, scorpions, etc.).

"This is my first field training as a first sergeant," SFC John Holderman of

Sgt. Domenik Ferri, Sgt. Shaun Tucker and SP4 James Smith camouflage a radio-teletypewriter (RATT) rig during the desert exercise.

Army Reserve photo by Sgt. Douglas Rowley

C Battery said. "I've got 14 years with the battalion and this is one of our finest field training exercises. We've had a terrific time and its been a great training experience. The whole thing has been different because of the coordinated nature of the exercise."

Holderman said the battalion had to work out some desert details including heat cramps, sunburns and using two trucks instead of one to move the big guns in the soft desert sand.

Capt. R.J. Toft, commander of NAS Fallon, was delighted with the way the joint exercise worked out. "It was a pleasure to have this unit train at the Fallon complex. The battalion proved to be a superb group of professionals and I think all of us benefited from this inter-service training opportunity."

Lt. Col. David D. Tucker, commander of the 6/83rd, expressed his appreciation for the Navy, "the support and cooperation we've received from the people here at NAS Fallon has been outstanding. We've learned a lot from this experience and welcome the opportunity to participate in a joint operation like this in the future."

(Cdr. O.D. Briggs is public affairs officer, Fallon Naval Air Station. Sgt. Doug Rowley is assigned to the 96th ARCOM Public Affairs Office.)

(Above) M-561 Gamma Goats of the 6th Bn., 83rd Field Artillery roll through Fallon Naval Air Station ranges in the Nevada desert. (Army Reserve photo by Sgt. Douglas Rowley). (Below) Pvt. 2 David Martin loads a 155mm shell as SP4 Paul Lapiant and SP4 Pedro Zamora prepare to fire an M-198 howitzer. (Photo by Cdr. Olin Briggs, U.S. Navy).

First Army Units Train In Golden Thrust '88

By Christine F. Britton

Army Reserve and National Guard units in the First Army area completed in November the largest mobilization exercise since World War II.

The exercise, dubbed "Operation Golden Thrust '88", tested the capability of 12 Army installations to serve as mobilization stations where reserve components would gather to prepare for deployment during wartime.

About 13,500 Reservists and guardsmen from 115 units deployed with their equipment to mobilization stations from New England to Virginia. There, they underwent in-processing and preparation for overseas replacement (POR), as part of the exercise. About 34,000 other soldiers and civilian employees helped support the exercise at installations and command headquarters throughout the First Army area.

Installations used facilities such as gymnasiums, recreation centers, armories, World War II barracks and other areas to house and process troops. Overall, the processing at installations went smoother than expected, according to Col. Donovan L. Olsen, exercise team chief.

The purpose of Golden Thrust was to identify areas in the mobilization system that needed to be improved, Olsen said.

"The exercise also provided us with an excellent opportunity to test the Army's automated system for equipment redistribution," said Col. Richard C. Baker, First Army's Deputy Chief of Staff of Logistics.

"We had one concern, that the installations would not be able to identify the total number of truck companies needed to move the units (equipment) from home station to mobilization stations," Baker said. "Overall, the transportation system worked very well — we used 295 commercial trucks, 46 railcars, 16 bobtails and 189 buses."

Command Sgt. Maj. Charles Dunavant, 321st Ordnance Bn., Charleston, W. Va., noted that Golden Thrust was a test of each mobilization site (station) as well as each unit's ability to mobilize and deploy. "We're used to this," he said. "It's the sites that aren't used to having us here all at the same time."

Step-by-Step Process

Mobilization stations processed reserve component troops into the active status. This involved two phases: unit processing and individual processing.

Unit processing was begun prior to troop arrival by an advanced party of individuals who represented that unit. Once documents were reviewed, including equipment cross-leveling, the advanced party received information such as where troops would be housed, where they would eat and what kind of services would be available to them once they arrived at the installation.

During individual in-processing, the soldiers went through a records check and counseling on such things as leaving a power of attorney, making a will and receiving shots and dental x-rays if necessary. Other in-processing functions included making dog tags and active duty ID cards for those who needed them.

Despite an early snowstorm which covered portions of the northeast with up to a foot of snow, Golden Thrust '88 proceeded on schedule with only a few delays, according to Olsen.

For example, in the midst of in-processing and annual training, the storm dumped about 10 inches of snow on Ft. Meade, Md., the mobilization station for 15 units, paralyzing traffic and causing some delay of training operations.

Once in-processing was completed, units used the remaining time to conduct their two-week annual training at their

Members of the 363rd Military Police Co., Grafton, W.Va., move to a bivouac site on snow-covered roads at Fort A. P. Hill, Va., during Golden Thrust.

Army Reserve photo by SP4 Warren A. Park Jr.

mobilization stations. Many units also experienced cold-weather training as a result of the heavy snowfall.

"Golden Thrust did what it was designed to do — stress the mobilization system in a way no CPX could," said Col. Dudley M. Andres, First Army's Deputy Chief of Staff, Operations. "It was the first time many of the units had taken all of their equipment to the field. It was a great learning experience in a realistic, fast-paced, full-scale mobilization — we learned what worked and what didn't during this exercise," said Andres.

Other installations serving as mobilization stations for the exercise were Aberdeen Proving Ground, Md.; Fort Devens and Camp Edwards, Mass.; Fort Indiantown Gap and Letterkenny Army Depot, Pa.; Fort Dix, N.J; Fort Drum, N.Y.; and Forts Eustis, A.P. Hill, Lee and Pickett, Va.

Soldiers from the 130th Chemical Co., Johnstown, Pa., train with the new M3A4 smoke generator at Fort Pickett, Va., during Golden Thrust.

Army Reserve photo by SP4 Jack E. Gordon

(Christine Britton is on the public affairs staff of First U.S. Army.)

PROFESSIONAL DEVELOPMENT

CAS3 The Best Academic Training Anywhere

The Army's Chief of Military History says the Combined Arms and Services Staff School (CAS3 — usually called "Cass-Cubed") is the most important development in officer education in the U.S. Army in the 20th century.

The Chief of Staff of the Army says CAS3 is the most successful course the Army has.

And now CAS3 is available for Army Reserve officers.

It's not a correspondence course, and it's more training than education — in skills critical for every officer and middle manager. The training is repetitive, intense, progressive, wide-ranging and absorbing. The primary skills are:

- Problem solving — the ability to define a problem, acquire information, analyze it, and conceptualize a workable solution under time constraints.
- Writing and briefing — the ability to summarize the analysis and recommendation in brief and understandable terms.
- Staff coordination and interaction — the ability to work together but think differently and disagree when necessary.

Supporting skills include meeting management, time management, total fitness, computer literacy, note-taking and leadership.

If this all sounds managerial at the expense of warfighting, don't believe it. All of the problems are Army problems: Paring down an ambitious training program without sacrificing training value; planning and executing every phase of mobilization; analyzing and adjusting a complex budget; preparing detailed staff estimates (one-half of the course) in a dynamic European scenario. All are real-world problems, and each requires the student to write or brief the solution.

But the key to the course isn't the curriculum. It's the staff leaders — experienced, Leavenworth-trained field grade officers who critique, lead after-action reviews, set tough standards (including "redo"), mentor, counsel and push 12 captains or majors through some of the best academic training most have ever had. Feedback for students is frequent and unblinking. Because there is no academic efficiency report or class standing, peers do some of the best critiquing.

Today more than 90 percent of Active Component captains — 4,100 a year — attend this nine-week course at Ft. Leavenworth. The overwhelming majority of their supervisors say they can clearly see the difference — in performance — between graduates of this course and their peers.

RC Course Now Available

Until a year ago, Army Reserve or National Guard officers could only take CAS3 by attending the resident course at Ft. Leavenworth. This made it difficult for all but a few to attend. A recent, successful pilot course has demonstrated that the course can also be completed through a U.S. Army Reserve Forces (USARF) school over two two-week ADT's and six weekends — a year instead of nine weeks, 34 days instead of 42.

There is also a correspondence course requirement, called Phase I, which must be completed before attending the Phase II residence course at Ft. Leavenworth. A test is under way to determine whether the USARF school CAS3 version can combine phases I and II.

If you're interested in attending the USARF school CAS3 course, contact your personnel management officer (PMO) at ARPERCEN.

Reservists Join In

Bright Star '87

Egypt was the place to be last July and August for the Army Reservists who were among the approximately 9,000 men and women from all services who participated in Exercise Bright Star '87.

The bilateral combined training exercise involved a massive air and sealift of thousands of soldiers and hundreds of pieces of equipment, and provided an opportunity for U.S. and Egyptian forces to engage in combined land, naval and air training.

In addition to playing war games in the vast and barren Sahara Desert, Bright Star '87 participants also battled temperatures rising to more than 110 degrees in the shade.

Bright Star '87 was one of a continuing series of exercises sponsored by the U.S. Central Command (CENTCOM), a unified command under the control of the Joint Chiefs of Staff. CENTCOM's area of responsibility spans 19 nations in Southwest Asia, the Persian Gulf and Northeast Africa. As the Army component headquarters for CENTCOM, Third U.S. Army controlled all participating Army forces.

The following photos and articles tell about some of the Army Reserve units and soldiers who participated in the exercise and its preparatory phase.

Medical Support Vital In Rugged Desert Climate

By Capt. Michael L. McGurl

It's difficult for armies to win wars if soldiers are sick or injured, for illness can defeat armies as easily as can modern weapons. Field Marshal Erwin Rommel lost a battle in the Sahara Desert during World War II because his troops had diarrhea.

The 332nd Medical Bde., Nashville, Tenn., supplied medical care to thousands of soldiers operating in that same desert during Bright Star '87.

"This is real-world medical care," said Al Pederson, the dispensary NCOIC of the 491st Medical Co., Houston, Texas.

"We have seen as many as 60 patients in a day," said Dr. (Capt.) Douglas Carmichael of the 491st. "Many have had diarrhea and dehydration because of the desert. Everybody here has borderline dehydration."

Carmichael credited the Army's "Stay A Drink Ahead" program with preventing casualties. "This Bright Star exercise in the direct sun and heat can put you over the edge."

Two members of the 491st Medical Co. (Clearing), Dr. (Capt.) Douglas Carmichael and PFC Charla K. Moore, an emergency medical technician, examine a sick call patient during Exercise Bright Star '87.

Army Reserve photo by Capt. Michael L. McGurl

He added, "The Army has been working closely with doctors at the Navy Research Facility, which can treat a wider range of patients. They have X-ray, laboratories and operating rooms. If they need our help we jump in, and vice versa. Our rapport is outstanding."

Two surgical cases — a "hot" appendix and a serious infection — were admitted to the Navy facility, Carmichael said.

The Army also is working closely with the Navy on a research project on diarrhea and fluid rehydration. They are studying a new oral formula replacing intravenous therapy.

The study has been successful, even in other Arabic nations where cholera adds to the fluid loss. The loss can be up to 12 quarts daily, which would lead to death if left untreated, Carmichael explained.

The combined U.S. and Egyptian study has been in progress since 1947. Improved data from Bright Star exercises have helped the researchers understand and solve the problem.

Army Reserve subordinate units working with the 332nd Bde. during Bright Star included the 491st; the 330th Med. Det., Utica, N.Y., and the 364th Med. Det. (Helicopter Ambulance), Vicksburg, Miss.

(Capt. McGurl is commander, 326th Public Affairs Det., Reading, Pa.)

Reserve Ordnance Unit Handles Bright Star Ammo

By MSgt. Larry Stevens

It's difficult to win a war without ammunition.

So it's no wonder the 226th Ordnance Co. believes it plays a crucial role in the nation's defense.

A 29-member cell of this 260-soldier USAR ammo-handling unit from Remy Air Force Base, Puerto Rico, earned an excellent reputation while supporting the combat troops in Bright Star '87.

"For this exercise we've been accountable for almost 70 tons of ammunition, ranging from small arms to missiles," said Restituto Hernandez, the 226th control section ammo technician.

"Of course, our biggest concern at all times is safety. We have to handle each box of ammunition very gently," he stressed.

The 226th's little corner of Cairo-West, Egypt, was usually a beehive of activity. But even during lulls when the men could take a break in the shade of their camouflage netting and play dominoes, they were reminded of the importance of their mission by the tight security of a round-the-clock MP guard.

Tight control was also carried out in the form of paperwork required to maintain accountability of the various types of ordnance under the 226th's charge. "When soldiers receive ammo or explosives from us, they sometimes get upset over having to fill out so much paperwork — up to 10 different forms," said Hernandez.

"And turning in live ammo, casings, bandoliers, boxes and so on can sometimes seem harder than picking up ammo. But it's all necessary to keep track of where the ammo goes," he explained.

"In a war, these people are the busiest soldiers in the Army, keeping the combat troops supplied while keeping track of each round of ammo," observed Maj. Mike Gregersen of Third Army's G-4 ammunition section.

"We're used to hot weather back in Puerto Rico and know how to do our jobs under tough conditions," Hernandez said. "As a matter of fact, we were provided for really well, with things like the tactical field exchange and the showers. The only things we could really complain about were the dust and the MRE's," he continued.

"The heat didn't really affect the ammo," Hernandez added, "and we weren't plagued by the moisture problems we've had at other exercises."

(MSgt. Stevens is with the public affairs staff of Third U.S. Army.)

(Above) SP4 Eddie Lopez inspects the primer in a spent artillery casing. (Below) SSgt. Roberto Vasquez moves crates of ammunition with the same skill he uses to install cabinets back home in Puerto Rico.

Army Reserve photos by MSgt. Larry Stevens

Bright Star was not all work — PFC William Gallagher, 326th Public Affairs Det., Reading, Pa., gets ready to have his photo taken by the Egyptian who owns the camel.

Army Reserve photo by SSgt. Dave Zerbe

1st Lt. Mary Lambi, 316th Quartermaster Co., San Diego, Calif., tests the quality of water at a distribution point. The water was tested hourly before going to operation Bright Star troops.

Army Reserve photo by SSgt. William Krueger

USAR Engineers Use New Technology To Bring Water To Bright Star '87

By SSgt. William O. Krueger

A well which provided water to refresh the troops of the ancient Egyptian pharaohs quenched the thirst of soldiers of Bright Star '87 — with a little help from modern technology and some U.S. Army Reservists.

The new system, called a Reversal Osmosis Water Purification Unit (ROWPU), produced clean potable water for the soldiers throughout the exercise.

A submersible pump in Anwar's Well, six kilometers east of the Cairo West base, brought the water to the surface. It was then moved to a base terminal operated by two USAR water purification units, the 418th Quartermaster Det., Knoxville, Tenn., and the 651st QM Det., Kalispell, Mont.

There, the water was held in two 50,000-gallon fabric storage containers before starting its trip to the head terminal at Cairo West.

The water traveled through an ingenious set of hoses and pumps, called the Tactical Water Distribution System (TWDS), to the ROWPU at the head terminal, explained SFC James Chambliss of the Army Quartermaster School petroleum field services department at Ft. Lee, Va.

This unique unit removes both chemical and dissolved solid impurities from the water through a system of filters. "The ROWPU can handle any type of water, but was designed for salt water usage," Chambliss said.

The water was tested on-site hourly for pH balance, solids and chlorine. Such tests insured a constant supply of clean, safe water to the troops.

Fifteen personnel from several units kept the ROWPU operational 24 hours a day, seven days a week. Prior to the exercise, the soldiers underwent an extensive training program.

"The operators are capable, well-trained and well-versed in this operation. I have nothing but accolades for the equipment and personnel," said Chambliss.

From the ROWPU, the purified water traveled through a lead pump at 600

Recycling almost everything short of retrieving fired rounds helps the Army save money and keeps Reservists of the 226th Ordnance Co. as busy with ammo turn-in as with its issue. Packing 105mm casings are, from left, SP4 Roberto Mendez, SFC Luis Machado and SP4 Eddie Lopez.

Army Reserve photo by MSgt. Larry Stevens

SSgt. Diogenes Ortiz, 226th Ordnance Co., inspects ammunition lot numbers in the Sahara Desert during Bright Star '87.

Army Reserve photo by MSgt. Larry Stevens

gallons per minute to a "bag farm," where six 50,000-gallon fabric bags held it in storage until it was needed for distribution to the troops.

The storage, transportation and distribution of water from the head terminal was handled by the 424th Transportation Co. (Medium Truck), Galax, Va., and the 104th QM Det., using semi-mounted fabric tanks (SMFT's) attached to flatbed trucks. Each SMFT holds 4,570 gallons of water.

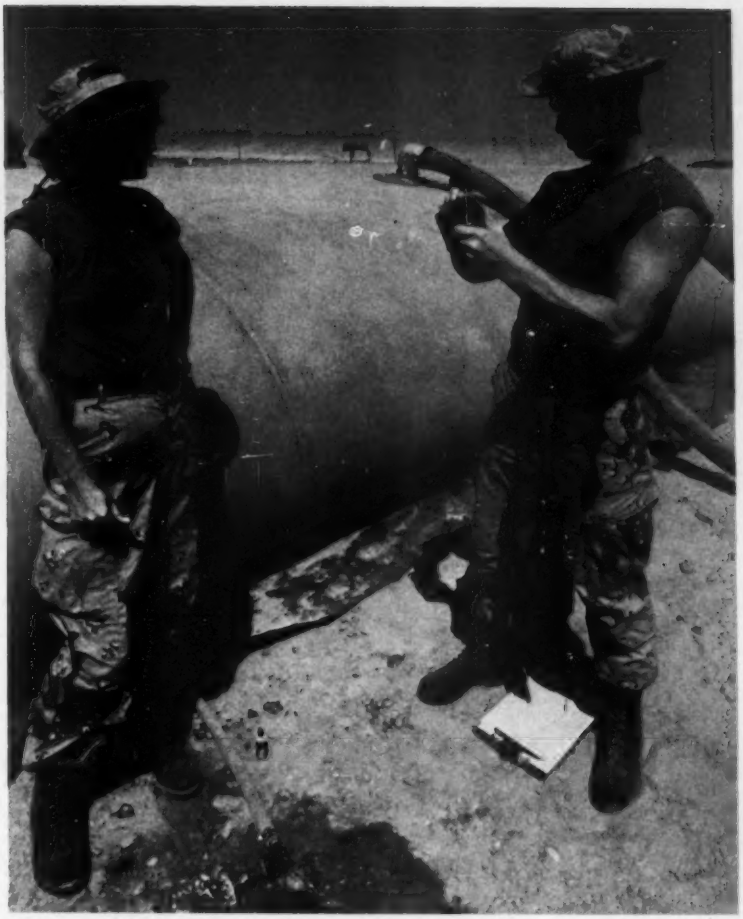
"We make approximately 20 loads a day with 12 transport trucks we have in operation," said 1st Lt. Mary Lambi of the 316th QM Co., San Diego, Calif.

"The only problem we experienced initially was getting the times straight when to turn on and off the pump at Anwar's Well, but that problem was solved quickly," Lambi said.

"The system is running fine. Parts were hard to find at first, but personnel were knowledgeable and did not allow tiny problems to slow the product rate," observed 1st Lt. Mack Smith, 418th QM Det.

The water was used by soldiers for showers provided by the 251st Supply & Service Co., Tullahoma, Tenn.

(SSgt. Krueger is a member of the 118th Public Affairs Det., Nashville, Tenn.)



Soldiers perform an hourly water-quality test at a distribution point at Cairo-West, Egypt.

Army Reserve photo by SSgt. William Krueger

A U.S. M1 Abrams battle tank makes a grand entrance during a combined live fire exercise in the Egyptian desert, a highlight of Bright Star '87.

Army Reserve photo by SSgt. Dave Zerbe

Reserve Officers Meet, Work With Their German Army Counterparts

Six Army Reserve officers "joined" the German Army last fall, taking part in an officer exchange program between the U.S. Department of Defense and the Ministry of Defense of the Federal Republic of Germany.

Joining 16 other reserve and guard officers from all services, the six flew to Bonn in late September for two-week assignments with German military organizations similar to their own. In Bonn, they were met by Lt. Gen. Wolfgang Odendahl, the commander of the German equivalant of the U.S. Army Training and Doctrine Command (TRADOC).

At a Pentagon debriefing session after their return, the Reservists agreed the program was exceptionally valuable both to the Americans and the German soldiers they met. Despite the fact that there are more than a quarter-million American soldiers and airmen living in Germany, there seems to be very little mixing between the Americans and their hosts, the officers noted.

"For the majority, this was their first contact with an American officer in their unit," noted Capt. John Skelly. "Many, if not most, of our soldiers stationed there do not interface with the *Bundeswehr* as I did."

Skelly, commander of the 475th Quartermaster Co. (petroleum supply), Beaver Falls, Pa., visited a company of the *Bundeswehr* Supply Battalion 310 at Diez, Germany. He spent three days in the field with the unit, which he described as "a supply-and-services type company, with petroleum supply, food, clothing and ammunition."

A German Army howitzer crew of the 51st Field Artillery Bn., Idar-Oberstein, practices a drill while their battalion commander, Oberstleutnant (Lt. Col.) Werner, talks with Army Reserve Maj. John Brighton, Co. D, 104th Div. Tng. Group, Vancouver, Wash.

Skelly had never been to Germany. "My ability to speak the German language was poor, but I tried and that was a key. Many of the officers and enlisted spoke English, so we helped each other. They were happy for the chance to speak English."

Maj. John C. Brighton, commander of Co. D, 104th Training Gp., 104th Training Div., Vancouver, Wash., joined elements of Artillery Regiment 5, Idar-Oberstein. Brighton had served on active duty in Germany from 1970 to 1973.

"Being in an entry-level training unit, it was important to me to see the way the German Army conducts its basic training and how that training relates to their reserve and active forces," Brighton said.

Brighton was joined at the unit by two National Guard officers. "Over the two-week period we attended officer development classes, spent two days in the field assisting in a major live-fire field artillery demonstration, observed all sections of the battalion, regiment and *Bundeswehr* Field Artillery School, participated in a promotion ceremony, toured the local area and were invited to dinner at our host's home."

Much to Learn

Lt. Col. James P. Noll, an infantry officer on the mobilization staff of the 88th ARCOM, Ft. Snelling, Minn., visited the 5th Panzer (Armored) Division.

He found that the Germans have some particular concerns about sharing a battlefield with Americans. "German officers expressed great concern over the U.S. lack of training liaison officers or teams when coordinating boundary lines between their respective units."

Capt. Richard A. Boggs, an AGR officer with the 475th Quartermaster Gp.,

Interested?

Reserve officers interested in participating in this program next year should keep an eye open for a message announcing it sometime after mid-year. There is typically a relatively short lead time, precluding announcement in this magazine.

The announcement will include participation requirements and application details. Application is normally through the chain of command.

Farrell, Pa. exchanged with Pipeline Pioneer Bn. 800, Wuppertal. Boggs, who served in Germany in 1967-68, termed the visit a "unique training experience," not only in terms of learning how another nation "does business," but in beginning to understand the reason why other nations view their commitment to the defense of Europe as they do and how they view our commitment to NATO."

Boggs' activities included welding pipeline, operating earthmoving machines, firing and disassembly of weapons and briefings on the mobilization and use of German Reservists in the *Bundeswehr*. He visited a *Bundeswehr* driving school and participated in a firefighting exercise.

For Lt. Col. Donald L. Hull, a field artillery officer with the 87th Maneuver Area Cmd., Birmingham, Ala., his exchange assignment "fit my job perfectly."

Hull explained: "I've been in operations and intelligence positions where it was my duty to write scenarios using the most current tactics and doctrine for the central region of Europe. Therefore, my assignment to the West German Infantry School in Hammelburg couldn't have been better."

Hull, who spent a tour in Germany with the U.S. 8th Infantry Division, was able to visit Field Territorial Forces and border police in the Fulda Gap area. "I spent a full day terrain-walking with them. The biggest question in our Army now is how we are going to handle rear area battle — they've got it down to an art."

The sixth exchange officer, Maj. Fred C. Covey Jr. of the 103rd COSCOM, Des Moines, Iowa, visited Supply Command 2 at Ulm.

German, U.S. Systems Compared

The Reservists all found the Germans interested in the U.S. reserve component system, which is totally different from the German reserve structure.

Noll described the German system as "similar to our IMA. They don't really have units like we do. They have nonfielded units where the equipment is maintained but no personnel are assigned."

At the end of their two-week visits, the officers returned to Bonn for outbriefings and a tour of the border region between the Federal Republic and the German Democratic Republic (East Germany). "That really brings it home," said Brighton, "Why we are there; why the Germans take it so seriously."

Hull summarized the value of the exchange program by saying, "We have a tendency to throw money at global problems, but it's my opinion that people-to-people contact and understanding goes a long way in dissapating potential confrontations in our global village."

And Brighton summed up the personal view: "Our stay was an outstanding experience. They treated us like honored guests."

U.S., Honduran Engineers Work Together in Latest Road-Building Exercise

Military engineers from Honduras and the United States — including Army Reservists — are in the midst of a seven-month-long road-building project in north-central Honduras; the last segment of a three-year effort to open a land route to the Central American country's Yoro Valley.

Called "Fuertes Caminos '88 Honduras," the combined engineer exercise features elements of the Honduran armed forces, the U.S. Army Reserve, the U.S. Army's active component and the Army National Guard.

The engineers' mission is to upgrade 2.5 kilometers of existing road, and to construct 11.5 kilometers of new road under austere and remote tropical conditions.

Besides continuing the roadwork produced in past joint exercises, the latest effort offers a wide variety of training activities. For example, soldiers in the medical field are dispensing medical and dental care to Honduran citizens who otherwise would have no access to such care.

Civil action teams working with local Honduran authorities are helping to distribute available "Project Handclasp" materials to needy families. Included are such items as clothing, books, school supplies, personal hygiene kits and medical supplies. The teams also evaluate worthwhile engineering projects that will benefit the local populace.

Defense Department officials say the exercise, which began in November, involves mainly Army Reserve and Guard engineers and support soldiers from West Virginia, Pennsylvania, Washington, D.C., Maryland, New Jersey, New Hampshire, Puerto Rico and the Virgin Islands. The troops are rotating to the theater in 15 17-day increments.

Participation by the active component consists of the 52nd Engineer Battalion from Fort Stewart, Ga.

For exercise purposes, the commander of Joint Task Force Bravo, located at Honduras' Palmerola Air Base, assumes control of the deployed units. The Honduran armed forces provide engineer support as well as security and communications support. About 8,725 active and reserve component soldiers will have participated in the exercise by the time it is completed; however, a peak population of 850 soldiers is expected to take part at any one time.

A temporary field site, named Camp Powderhorn, serves as the headquarters and base camp of the engineer task force. When the exercise ends, all equipment will be redeployed to the United States, officials say.

U.S. participation is being funded by the United States from money earmarked for training and exercises. The government of Honduras will absorb the expenses for fuel and materials required for the road construction project.

Officials say overseas exercises of this type provide active and reserve component forces with a unique and valuable experience in deployment techniques, and in essential training with heavy engineer equipment. Other types of training will be provided to support soldiers from logistical, communications, field medical, military police and public affairs units.

(ARNEWS)

Reforger '87 Report

Michigan Reservists First To Occupy New Hospital

By Maj. Mark W. Dushnyck

"I was shocked to find that the hospital was run by Reservists. They were so professional and devoted — as if they did this all the time. I have much more faith in the Reserve. They can do the job."

Sgt. Wilbert Sirmons spoke these words as he was on a military Mercedes-Benz bus bound for the NATO base in Geilenkirchen, Germany. The hospital he had just left as a patient was the warm base contingency facility across the border at de Beitel, the Netherlands.

Fortunately for Sirmons, a member of 4th Infantry Division, he was a patient during TAC/STRATEVAC (Tactical/Strategic Medical Evacuation Exercise). His wounds were not real, but the sentiments he uttered were.

Sirmons was one of nearly 400 patients who passed through the warm base hospital during the course of the four-phase exercise, which tested the European medical regulating and evacuation systems during Reforger '87.

In the eyes of Col. Dale H. Stone, commander of the 323rd General Hospital, Southfield, Mich., his unit passed the test with flying colors. "This was a real test of what we could do. During the four days that patients came through this facility, the 323rd's whole system really got a workout. All the teams responded superbly, undoubtedly because they had been rarin' to go," Stone said.

"Needless to say, we realize that things would not go so quickly and smoothly with real patients. But the point is that the system of handling patients worked well, even with some surprises thrown into play. Unit personnel performed above and beyond expectations," Stone continued.

Participating in TAC/STRATEVAC was but one of the 323rd's missions during its first-ever overseas annual training. The unit had the honor of being the first general hospital, active or reserve, to occupy the 1,000-bed contingency hospital.

Medics of the 323rd General Hospital, Southfield, Mich., move "patients" during the TAC/STRATEVAC portion of Reforger '87 at de Beitel, the Netherlands, under the eye of Col. (Dr.) Norman Teer, chief of professional services.

Army photo by PFC Michael I. Golub

De-Bugging the Hospital

As part of its Reforger mission, the 323rd — a unit of the 123rd ARCOM — was responsible for highlighting de Beitel's structural and patient-care deficiencies as well as initiating preparation of the warm base hospital's standing operating procedures (SOP).

There were some adjustments to make. "The hospital wasn't set up as we had expected. Consequently, our prime objective evolved into drawing, inventorying and setting up the equipment, which is so sophisticated it virtually boggles the mind," Stone said.

"But, make no mistake about it. This hospital truly is state-of-the-art. Some visiting Dutch doctors' eyes popped out when they saw the surgical equipment," Stone said.

Dutch officials turned the de Beitel facility over to the U.S. Army in June following a three-year, $6.5 million project to convert a vacant textile factory into the warm base hospital.

It took 60 fully loaded railroad cars to transport the equipment to operate the facility from the United Kingdom. One hospital set weighs 923 tons and takes up 152,000 cubic feet of storage space.

Stone was at de Beitel with 250 of his soldiers, including 19 physicians. "Looking back, this turned out to be the right number. The foundation has been laid. The next hospital to come in should be in a much better position."

SFC Melvin Timmons, a 323rd communications and logistics NCO, summed up his feelings and, perhaps, those of all his fellow soldiers who deployed from Michigan: "We did the real thing. We got the real thing. We got the chance to get plenty of practice in it during a great evacuation exercise."

TAACOM Units Run Line of Communication

By Maj. Courtenay Welton

Reforger '87, the annual exercise which deploys major combat units to Germany to demonstrate the Army's ability to reinforce the European theater in an emergency, opened and closed with the help of more than 600 Army Reservists.

Members of the 310th Theater Army Area Command (TAACOM), Ft. Belvoir, Va., its subordinate units and other Army Reserve units deployed to the Netherlands and Germany to open Reforger in August and close the exercise in November.

Members of the 310th and the 300th Area Support Group, Ft. Lee, Va., were among the first U.S.-based units to arrive in the Netherlands for the exercise, landing in mid-August at Schiphol Airport in Amsterdam.

The 310th set up operations in Tilburg. Its mission was to manage the support of American forces deploying through the Netherlands Lines of Communication as they and their equipment moved from the air and seaports to the exercise area in Germany.

In all, this meant providing meals, housing, services and other kinds of support for more than 12,000 soldiers and 5,000 pieces of equipment.

Headquartered near Keizerveer, the 300th ASG controlled operations that started at the port in Rotterdam and ended at checkpoints near the Dutch-German border. The 300th and its subordinates handled everything from feeding to fueling to fixing.

By Air and Sea

During the deployment phase of the exercise, III Corps troops moved from Ft. Hood, Texas, to Europe. More than 12,000 troops landed at Schiphol Airport, while their equipment arrived at Beatrixhaven, part of the port of Rotterdam, on four U.S. Navy fast supply ships. By the time all four ships had unloaded, more than 3,000 trucks, 1,100 trailers, 41 tracked vehicles, 130 helicopters and 700 containers and miscellaneous pieces of cargo had been handled.

Moving the troops from the airport and the equipment from the harbor to points where they could be matched up and routed to the exercise area was a complex operation that tested almost two years of planning by the 310th TAACOM, its subordinate units and their counterparts in the Dutch armed forces.

A Reforger '87 participant loads up at the mobile canteen at the holding area near Dordrecht, the Netherlands, where drivers met their vehicles.

Soldiers waiting to get their vehicles were housed in a driver holding area (DHA) on an island in the river at Dordrecht. They stayed in a converted bridge building site where the Dutch had set up 2,700 beds for the transient drivers. The Dutch also provided two meals a day, shower and toilet facilities, tents for the permanent party, copiers, mobile canteens, security and other services.

The Dutch government provided a wide range of facilities and services to the U.S. Army under Host Nation Support (HNS) contracts. The responsibility for arranging much of that fell to the 415th Civil Affairs Co., Kalamazoo, Mich.

Equipment coming into the Netherlands followed several routes to get from the seaport to the exercise. Tracked vehicles moved by rail from railheads near the port; wheeled vehicle drivers met their trucks after unloading and either convoyed east or drove to a sea-air-interface (SAI) at Ypenburg Airfield; and helicopters flew from the port to the aircraft marshalling area (AMA) at Eindhoven Airfield.

Once the units, drivers and vehicles were organized, they moved on to pick

Reforger '87
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Reforger '87

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up more equipment at one of several POMCUS (Prepositioned Materiel Configured to Unit Sets) sites. From there the units moved into marshalling areas (MAs) to prepare for the road march into Germany.

The last stop in the Netherlands was at the rest halt/tech halt (RH/TH) site, where border crossing papers and equipment received one final check and drivers had a chance to take a break before hitting the road again.

Reservists All the Way

All along this journey, Reservists were there to help the deploying units move. Soldiers of the 300th ASG were at the AMA and the SPOD to provide life support and sorting services to the soldiers. Handling operations at the DHA, SAI and RH/TH were the 357th Supply and Service (S&S) Bn., Athens, Ga., the 142nd S&S Co., the Bronx, N.Y., and the 742nd Maintenance Co., Columbia, S.C.

The 29th Rear Area Operations Command, Woodstock, Md., ran the POMCUS site marshalling areas. The 43d Military Police Bde. patrolled the autobahns and guarded exercise sites. The 318th Public Affairs Detachment (Press Camp Headquarters) ran the Joint Information Bureau near Ypenburg.

As well planned as the exercise was, it could not account for all eventualities. For example, plans called for 60 sorties of equipment to be flown from the SAI to Germany. However, just before that phase was to begin, the Air Force decided not to fly some of its equipment, leaving about 30 flights without cargo. Rather than cancel the flights, the 300th ASG coordinated with III Corps to divert some of its vehicles from convoys to the SAI. As a result, all the planned sorties flew, and the planners learned something about flexibility.

Redeployment

All this led up to getting the American forces into position for Exercise Certain Strike, the field portion of Reforger. After Certain Strike, 310th TAACOM soldiers were involved with the redeployment of the III Corps troops.

This task fell to the 510th Theater Army Support Group, Baltimore, Md., and the 275th S&S Bn., Seaford, Del. They spent their annual training operating redeployment assembly areas, redeployment marshalling areas and railheads in Germany and the Netherlands.

A sea of bunks — 2,700 of them — fill the holding area for Reforger transient drivers at Dordrecht, Holland, run by Army Reserve soldiers under the control of the 310th TAACOM.

The redeployment phase involved Reservists working in three three-week increments from late September to early November. The 510th set up its headquarters in Rheinberg, Germany, while the 275th and its subordinate unit worked out of other locations in Germany and the Netherlands.

As units finished Exercise Certain Strike, they moved first to the redeployment assembly areas (RAAs), where the 265th Heavy Material Supply Co., Cumberland, Md., provided facilities for cleaning equipment and preparing it for shipment back to the United States.

Operating near Hannover, Germany, the 265th ran a temporary equipment concentration site the size of three football fields, to which unused supplies and borrowed equipment were returned. They also arranged tours of local attractions and the East-West German border, as well as movies and bands for entertainment.

From there the soldiers moved to the redeployment marshalling areas. Here the 275th met, unloaded and processed for onward movement more than 20 trainloads of equipment; scheduled 50 buses a day for transporting soldiers, and fed, housed and arranged entertainment for the transient soldiers. As many as 1,200 soldiers at a time lived in the temporary tent city erected in Slagharn, the Netherlands, which the 275th operated with the Dutch armed forces and civilian contractors.

Derailment

The redeployment was not without its learning experiences. When a train coming into a railhead derailed, 510th soldiers had to adjust to the situation by rearranging plans and schedules, including feeding locations. Ironically, this was in an area that had not had a derailment in 20 years.

In all, between August and November, 310th TAACOM soldiers moved more than 12,000 soldiers and thousands of tons of equipment through the Netherlands to the exercise, and then processed approximately 18,000 troops and their equipment for return home.

(Maj. Courtenay Welton is public affairs officer, 310th TAACOM.)

The Reserve Promotion System: Myths and Truths

By Lt. Col. Joel D. Fosdick Jr.

The Army's promotion system has undergone extensive changes since the birth of our nation's senior military service more than two centuries ago.

During our war for independence, as well as during the Civil War, many officers in volunteer units were selected the democratic way — they were elected! If the soldiers saw fit, on some occasions, these same soldiers were removed by the same process. In some instances, individuals were able to acquire high rank by paying a fee.

In spite of all the Army has done to make the promotion process equitable, erroneous rumors often cloud facts. The purpose of this article is to replace some of these myths with correct information.

MYTH: Promotion boards adjourn as soon as they have selected the maximum number of soldiers allowed for promotion.

FACT: Selections are not made until the file of every soldier in the zone of consideration is reviewed and voted upon.

MYTH: Promotion files are reviewed in alphabetical order which affords an undue advantage to individuals whose names start with letters near the beginning of the alphabet.

FACT: Files are reviewed on a random rotational basis. Also, promotion boards rigidly apply the same standards to all files under review.

MYTH: A member of a promotion board who has personal knowledge of a soldier can adversely influence the other board members.

FACT: The influence of one board member over another is minimal, as all members vote secretly. Each member is under oath to analyze all information presented and to make decisions individually and objectively. Board members take this responsibility very seriously. Also, on three-panel boards, each panel votes independently, with no exchange of information between panels.

MYTH: Only members of one panel see any given Promotion Consideration File (PCF).

FACT: All board members consider each PCF.

MYTH: Officers who are not educationally qualified for promotion may request removal of their names from consideration, and thus avoid a promotion passover.

FACT: By law, all officers in the zone of consideration and in an active Reserve status will be evaluated for promotion.

An officer in "active Reserve status" is one who is not in the Retired Reserve or on the Inactive Status List of the Standby Reserve.

MYTH: Officers who are educationally qualified for promotion are virtually assured of promotion up to lieutenant colonel.

FACT: While educational qualification is important, it is not in itself a guarantee of promotion.

Typically, boards will consider such factors as participation in the USAR program, manner of duty performance, variety of assignments and decorations and awards, in addition to educational qualification. Boards will recommend for promotion only those officers who have demonstrated a potential for successful duty performance at the next higher grade.

MYTH: Once a soldier is selected for promotion, that individual is as good as promoted.

FACT: Promotions may be delayed or denied for several reasons. The absence of a current physical examination will delay promotion. A Reservist who does not achieve the Army height-weight standards will not be promoted.

Any open flagging action will suspend the promotion process. Resolution of the open flagging action in favor of the individual concerned will restore that individual's promotion standing with the original date of rank.

The unfavorable resolution of a flagging action will result in the soldier concerned being referred to a Promotion Review Board. This board will determine whether or not the soldier's name shall remain on the promotion list, or be removed from it.

MYTH: Even though an officer has been passed over twice for promotion to captain, major or lieutenant colonel, the Army will not discharge him.

FACT: Unless an officer is covered under the "18-year lock-in rule," or successfully appeals to the Army Board for Correction of Military Records, he will be discharged following his second promotion passover for the same grade, up to lieutenant colonel. Officers non-selected for promotion to colonel are not discharged under this rule.

MYTH: The career managers provide secret input to the boards.

FACT: Boards review only the Official Military Personnel File (OMPF), the Personal Qualification Record and the photograph. Some officers provide a letter which may also be reviewed. No other documentation is allowed in the board room.

MYTH: Non-selection indicates an officer has a weak performance record.

FACT: About 85 percent of the officers not selected for promotion through lieutenant colonel were not selected because they did not complete the required military education. Other reasons are lack of participation in the reserve program and being overweight. Poor performance accounts for very few nonselections, actually.

(Lt. Col. Joel D. Fosdick Jr. is an IMA officer with U.S. Army Western Command, Ft. Shafter, Hawaii. He wrote this article while serving an ADT tour with TAPA's Office of Reserve Components Promotions in St. Louis.)

IRR Screen Going Well

The citizen-soldiers of the Individual Ready Reserve (IRR), working with Army recruiters and with the cooperation of their employers, are making the IRR Screening Program a success.

The Mobilization Readiness Division of ARPERCEN reports few problems with the cooperation required to conduct the IRR Screening Program.

"Employers have been super," stated MSgt. Gene A. Ingram, senior operations sergeant of the Mobilization Readiness Division. "Very few Reservists have reported hesitation on the part of their employers to allow time off to participate in the program."

"The Army recruiters have enjoyed working with the program, as it brings IRR soldiers into their offices for discussions about other ways to serve the nation," reports SFC Dawn Odle-Nelson, U.S. Army Recruiting Command special operations sergeant. "Another plus for the recruiter is that the contact with the IRR soldier expands community relations."

During the first year of the program (FY 1987) more than 105,000 IRR soldiers were screened to update their records. Changes to the personnel data base have averaged two per soldier, ranging from address changes to updating civilian education.

"We do have a problem reaching that part of the IRR population that does not fully understand their obligation," reports Maj. Lloyd Sweet, Mobilization Readiness Division operations officer.

Many soldiers are unaware of their IRR commitment after being released from active or National Guard service, Sweet explained. The total service obligation is six years for soldiers who enlisted prior to June 1984, and eight years for enlistments after that date. The ARPERCEN commander, Brig. Gen. Paul Babiak, who is also the commander of the IRR, is considering a number of options to deal with non-compliance with the screening program.

Beginning in October 1987, the screening program was extended to include Puerto Rico and the U.S. Virgin Islands. A study is also underway for expansion to West Germany in the spring.

Information about the screening program may be obtained by calling toll-free (800) 654-3745 (In Missouri call collect (314) 263-7233).

Commander's Legal Guide Developed by ARPERCEN

The ARPERCEN Command Judge Advocate has prepared a Commander's Legal Guide for active Army and Reserve commanders who work with IRR, IMA and AGR soldiers while they are performing active duty. The guide will be distributed in March.

The guide is the result of a year-long effort known as "Project North Star". During the first phase of the project, ARPERCEN personnel management officers and career advisers and installation staff judge advocates were asked to identify legal issues most often affecting Reserve soldiers on active duty and who are not counted against the end strength of the active Army.

The results of the survey formed the basis of the Commander's Legal Guide. The guide includes such topics as re-employment rights, the effects of expanded jurisdiction while on and off active duty, and highlights of the recently enacted requirement for training in Uniform Code of Military Justice and other subjects.

What is ARPERCEN?

The U.S. Army Reserve Personnel Center (ARPERCEN) is a field operating agency of the Office of the Chief, Army Reserve. It performs a wide variety of missions on behalf of Army Reservists, particularly Individual Ready Reservists (IRR), Individual Mobilization Augmentees (IMA) and Active Guard/Reserve (AGR) soldiers.

Correspondence to ARPERCEN should be addressed to:

Commander, ARPERCEN
Attn.: DARP-_____ *
9700 Page Blvd.
St. Louis, MO 63132-5200

* If you do not know the correct "Attention" symbol, omit the attention line.

When requesting assistance from ARPERCEN, be sure to sign your letter and include your social security number.

For explanation of acronyms, see the Army Reserve Glossary on page 7.

New Office Helps Lieutenants Get Good Start In USAR Career

New lieutenants who are not serving on extended active duty received a helping hand last year when ARPERCEN established its Lieutenants Transition and Distribution Division (LTDD).

The LTDD consolidates the management functions of assigning newly commissioned lieutenants selected for Reserve Forces Duty (RFD) (other than those serving in medical branches). RFD officers are assigned an LTDD personnel manager, who assists in arranging an assignment with an Army Reserve or National Guard unit and scheduling the appropriate officer basic course (OBC).

RFD lieutenants who have not completed an OBC need to keep in touch with their LTDD manager. Each LTDD personnel manager has a toll-free "800" telephone number accessible without charge*:

Branch	Toll-Free	Commercial
Combat Arms	(800) 325-1879	(314) 263-7775
Combat Support	(800) 445-4136	(314) 263-7779
Combat Service Support	(800) 325-4365	(314) 263-7760

(Toll-free "800" numbers are accessible when calling from any state except Alaska or Missouri. From these states, call the commercial number collect. If access to Autovon is available, ARPERCEN's Autovon prefix is 693, plus the same last four digits as the commercial number.)*

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U.S. Army Reserve MUTA-4 Basic Pay

GRADE	YEARS OF SERVICE													
	Under 2	2	3	4	6	8	10	12	14	16	18	20	22	26
COMMISSIONED OFFICERS														
O-8	587.16	604.72	619.08	619.08	619.08	665.24	665.24	696.68	696.68	725.68	757.20	786.20	805.56	805.56
O-7	487.88	521.04	521.04	521.04	544.40	544.40	575.96	575.96	604.72	665.24	711.00	711.00	711.00	711.00
O-6	361.60	397.32	423.32	423.32	423.32	423.32	423.32	423.32	437.68	506.88	532.80	544.40	575.96	624.68
O-5	289.20	339.60	363.08	363.08	363.08	363.08	374.08	394.16	420.60	452.08	478.00	492.48	509.68	509.68
O-4	243.80	296.88	316.64	316.64	322.52	336.76	359.72	379.96	397.32	414.72	426.20	426.20	426.20	426.20
O-3	226.56	253.28	270.76	299.60	313.92	325.20	342.80	359.72	368.60	368.60	368.60	368.60	368.60	368.60
O-2	197.56	215.76	259.16	267.88	273.52	273.52	273.52	273.52	273.52	273.52	273.52	273.52	273.52	273.52
O-1	171.48	178.56	215.76	215.76	215.76	215.76	215.76	215.76	215.76	215.76	215.76	215.76	215.76	215.76
COMMISSIONED OFFICERS WITH OVER FOUR YEARS AS ENLISTED SOLDIER OR WARRANT OFFICER														
O-3E	—	—	—	299.60	313.92	325.20	342.80	359.72	374.08	374.08	374.08	374.08	374.08	374.08
O-2E	—	—	—	267.88	273.52	282.16	296.88	308.20	316.64	316.64	316.64	316.64	316.64	316.64
O-1E	—	—	—	215.76	230.48	238.96	247.60	256.24	267.88	267.88	267.88	267.88	267.88	267.88
WARRANT OFFICERS														
CW-4	230.80	247.60	247.60	253.28	264.80	276.48	288.08	308.20	322.52	333.84	342.80	353.84	365.68	394.16
CW-3	209.76	227.56	227.56	230.48	233.16	250.24	264.80	273.52	282.16	290.56	299.60	311.24	322.52	333.84
CW-2	183.72	198.76	198.76	204.56	215.76	227.56	236.20	244.84	253.28	262.16	270.76	279.32	290.56	290.56
WO-1	153.08	175.52	175.52	190.16	198.76	207.32	215.76	224.68	233.16	241.84	250.24	259.16	259.16	259.16
ENLISTED														
E-9	—	—	—	—	—	—	268.48	274.56	280.76	287.20	293.60	299.32	315.04	345.68
E-8	—	—	—	—	—	225.16	231.60	237.68	243.88	250.28	256.08	262.36	277.76	308.72
E-7	157.20	169.68	176.00	182.12	188.36	194.36	200.56	206.80	216.16	222.32	228.52	231.48	247.04	277.76
E-6	135.24	147.40	153.56	160.08	166.04	172.08	178.40	187.60	193.48	199.72	202.76	202.76	202.76	202.76
E-5	118.68	129.20	135.44	141.36	150.64	156.76	163.00	169.00	172.08	172.08	172.08	172.08	172.08	172.08
E-4	110.72	116.88	123.76	133.36	138.64	138.64	138.64	138.64	138.64	138.64	138.64	138.64	138.64	138.64
E-3	104.28	110.00	114.44	118.96	118.96	118.96	118.96	118.96	118.96	118.96	118.96	118.96	118.96	118.96
E-2	100.36	100.36	100.36	100.36	100.36	100.36	100.36	100.36	100.36	100.36	100.36	100.36	100.36	100.36
E-1	89.52	89.52	89.52	89.52	89.52	89.52	89.52	89.52	89.52	89.52	89.52	89.52	89.52	89.52

E-1 with less than four months 82.76

Source: U.S. Army Finance and Accounting Center (USAFAC) Bulletin FINCY-3, U.S. Army Military Pay Tables (Daily Rates) Effective 1 January 1988.

Pay rates shown are for typical Army Reserve weekend drill (MUTA-4). To determine pay for other situations (AT, ADT, etc.), divide the applicable amount shown in the chart by 4 to obtain the daily pay rate. Then multiply the daily pay rate by the number of days of AT or ADT.

This chart does not include any allowances.

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